Analysis of The Influence of Work Ability, Work Experience on The Performance of Village Apparatus in Developing the Potential of Pematang Serai Village, Langkat Regency

Eli Delvi Yanti, Saimara AM Sebayang, Annisa Sanny, Sakdiah

Abstract
This study aims to find out how the influence of work ability and work experience on the performance of Pematang Serai village apparatus, Langkat Regency. The population in the study was 45 respondents. The number of samples taken was 45 respondents. The side technique used was saturated sampling (census). Data collection was carried out using a questionnaire to produce primary-quantitative data which was then processed with SPSS 25 with the multiple linear regression method. The results of the study showed that work ability and work experience both partially and simultaneously had a positive and significant effect on the performance of Pematang Serai village apparatus, Langkat Regency. The results of the t-test (partial) showed that work ability had a regression value of 0.381, t-count = 5.665 and significant = 0.000. Work experience had a regression value of 0.340, t-count = 3.834 and significant = 0.000. The results of the F-test (simultaneous) showed F-count = 248.638 and significant = 0.000. The ttable value is 2.020 and Ftable is 2.833 so that tcount> ttable and Fcount> Ftable with a significant value> 0.05 which means accept Ha and reject Ho. Hypotheses H1, H2, H3, are proven true and can be accepted because the results of the study are in line with the proposed hypothesis. Work ability is the most dominant variable influencing performance with the largest regression value of 0.381 and the largest t count of 5.665. Around 94.4% of performance can be explained and obtained from work ability and work experience, while the rest is due to other factors.

Keywords: Work Ability, Work Experience, Performance, Village Apparatus

Eli Delvi Yanti
Management Study Program Universitas Pembangunan Panca Budi, Indonesia
e-mail: delviyanti@pancabudi.ac.id

Saimara AM Sebayang, Annisa Sanny, Sakdiah
Management Study Program Universitas Pembangunan Panca Budi, Indonesia
e-mail: saimarasebayang@gmail.com, annisasanny@pancabudi.ac.id, sakdiah12@gmail.com
1st International Cofference on the Epicentrum of Economic Global Framework (ICEEGLOF)
Theme: Digital Marketing Strategy to Optimize Business Growth in the Modern Era
https://proceeding.pancabudi.ac.id/index.php/ICEEGLOF

Introduction

Human resources are one of the important elements of an organization both in government and private institutions because their function is very important in determining the achievement of the vision and mission that have been set. Human resources in this case employees are very important in determining the success in carrying out institutional functions. Institutions or agencies that have employes quality can certainly be an important factor in achieving the expected performance. Employees are assets and function as capital (non-material/non-financial) in a business organization that can be realized into real potential physically and non-physically in realizing the existence of the organization.

According to (Sutrisno, 2021) human resource management is a planning, organizing, coordinating, implementing, and supervising the procurement, development, remuneration, integration, and separation of labor in order to achieve organizational goals. One indicator of human resources that have potential and are superior can be seen from employee performance. According to (Silaswara et al., 2021) performance is a work result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time. Employee performance can be seen from the quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him.

According to (Nainggolan et al., 2022) one of the factors that can affect employee performance is work ability. Employee work ability contributes to the achievement of employee performance in a company. The better the employee's work ability, the higher the employee's performance, conversely, if the employee has low work ability, it will have an impact on low employee performance. According to (Priyono, 2010) the level of employee performance is highly dependent on the employee's own ability factors, such as level of education, knowledge, experience, where the higher the level of ability, the higher the performance. Ability means the capacity of an individual to perform various tasks in a job. With good abilities, employees can complete their work well so that employee performance can be achieved optimally, conversely, if the employee's work ability is low, it can cause low employee performance. Ability shows a person's potential to carry out tasks or work (Busro, 2018) . A person's ability is a manifestation of the knowledge and skills they have. Employees who have high abilities can support the achievement of the organization's vision and mission to immediately advance and develop rapidly, in order to anticipate global competition. The abilities possessed by each employee, especially in their field of work, are a need that must be realized immediately, because companies/management really need people who have the competence to support the smooth running and quality of their work (Pebriana & Yanti, 2024) .

According to (Setia, 2018) A person is said to be experienced or has experience with a job if the person concerned has experienced the job. Experience will occur if the person has been working for a long time, so that they know the ins and outs and the best way to produce goods/services. The level of a person's experience depends on the length of time the person has been working. Experience is knowledge or skills that have been known and mastered by a person as a result of actions or work that have been done for a certain period of time. Experience is the main factor in a person's development in the sense that a person's soul and abilities will be more established if the person has carried out the actual situation.

Pematang Serai Village, Tanjung Pura District, Langkat Regency is one of the areas that has

various potentials to be developed, both in terms of economy, social, and culture. The development of this village's potential is highly dependent on the performance of village officials who are responsible for managing existing resources and formulating effective policies. In this context, the work ability and work experience of village officials are important factors that can influence their performance.

Work capability covers various aspects such as knowledge, skills, and technical competencies needed to carry out administrative and operational tasks at the village level. Village officials who have good work capability are expected to be able to carry out tasks more efficiently and effectively, so that they can make a positive contribution to village development.

Work experience also plays an equally important role. Longer work experience usually provides deeper insight and understanding of the various dynamics and challenges faced in village management. Village officials with extensive work experience tend to have the ability to solve problems more effectively and implement more innovative development strategies (Priansa, 2014) .

In addition, the importance of work ability and work experience has been recognized, there is still a lack of research that specifically analyzes how these two factors affect the performance of village officials in developing village potential. This study is important to provide a clearer understanding of the role of work ability and work experience in the context of village development, especially in Pematang Serai Village. Based on this background, this study aims to analyze the influence of work ability and work experience on the performance of village officials in developing the potential of Pematang Serai Village.

Literature Review

Research Approach

The research approach is quantitative research. Quantitative research methods can be interpreted as methods used to research a particular population or sample, data collection using research instruments, statistical data analysis, with the aim of testing predetermined hypotheses. Quantitative research according to (Sugiyono, 2018) is a research method based on the philosophy of positivism, as a scientific method because it fulfills scientific principles in a concrete or empirical, objective, measurable, rational and systematic manner.

Population and Sample

According to (Sugiyono, 2020) defines population as a general area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn, so the population is not only people, but includes all characteristics or subjects studied, but includes all the traits or properties possessed by the subject. The population in this study was the Village Apparatus of Pematang Serai, Langkat Regency.

A sample is a portion of a population whose characteristics will be investigated and is considered to be representative of the entire population or a smaller number of the population (Sugiyono, 2020) . The population in this study was the Village Apparatus of Pematang Serai, Langkat Regency, totaling 45 respondents. If the number of respondents is less than 100 respondents, all samples are taken so that the research is a population study, while if the

number of respondents is more than 100 participants, the sampling is 10% -15% or 20% -25% or more (Arikunto, 2016) . So the sample used in this study was 45 respondents.

Research Methods

Data analysis method

1. Description Statistics Testing

Descriptive statistics are generally used to provide information about research variables contained in a study. Descriptive analysis method is an analysis method in which data is collected, classified, analyzed and the results are interpreted so that they can provide information and an overview of the topic to be discussed. Descriptive statistics provide an overview of the phenomenon or characteristics of the study.

2. Classical Assumption Testing

To determine the feasibility of the multiple regression model, a classical assumption test will be carried out which aims to determine whether the results of the regression estimation carried out are truly feasible to use or not. The classical assumption tests used are; normality test, multicollinearity test and heteroscedasticity test. Multiple Linear Regression Testing

That this regression analysis aims to determine the influence or linear relationship between three or more independent variables with the dependent variable. This regression analysis is stated by the following equation:

$$\mathbf{Y = \alpha + \beta 1X1 + \beta 2X2 + e}$$

Hypothesis test

1. Partial Test (t Test)

Partial test (t-test) shows how far each independent variable partially affects the dependent variable. To test the associative hypothesis (relationship), a significant product moment correlation test formula is used.

2. Simultaneous Test (F Test)

Simultaneous testing is a test of the regression coefficients together with independent variables that have a significant influence on the dependent variable (Statista, 2022) . This test is carried out to determine whether the influence of all independent variables simultaneously has a significant influence on the dependent variable at the confidence level (Confidence Interval) or hypothesis testing level of 5% with the F test using the statistical formula.

3. Coefficient of Determination (R2)

The coefficient of determination is used to find out how big the relationship is between several variables in a clearer sense (Statista, 2022) . The coefficient of determination will explain how much change or variation in a variable can be explained by changes or variations in other variables.

Results and Discussion

Description Statistics Test

The results of descriptive statistical analysis testing in this research can be seen in the table, US follows:

Table 1. Description Statistics Test Results

N		Minimum	Maximum	Mean	Std. Deviation
Ability Work	45	20.00	30.00	26.0889	2.92188
Work experience	45	18.00	25.00	22.6667	2.00000
Performance	45	21.00	30.00	27.6000	2.57082
Valid N (listwise)	45				

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Table 1, can be seen the work ability variable minimum value of 20.0, maximum value of 30.00, mean value of 26.0889 and std. deviation value of 2.92188. Work experience variable minimum value of 18.00, maximum value of 25.00, mean value of 22.6667 and std. deviation value of 2.00000. Performance variable minimum value of 21.00, maximum value of 30.00, mean value of 27.6000 and std. deviation value of 2.57082.

Classic Assumption Test Results

a. Normality test

Table 2. Normality Test Results

One Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		45
Normal Parameters [a,b]	*Mean*	0.0000000
	Std. Deviation	1,36576460
Most Extreme Differences	*Absolute*	0.068
	Positive	0.066
	Negative	-0.068
Test Statistics		0.068
Asymp. Sig. (2-tailed)		**0.200** [c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS v. 25 Output (Data Processed by Author, 2024.

Based on Table 2, it can be seen that the statistical results of the Kolmogorov Smirnov test are 0.136 which is greater than 0.05, so it can be stated that all data are normally distributed. The next normality test is the normal probability plot and histogram which is a comparison between the cumulative distribution of actual data and the normal cumulative distribution. The test results can be seen as follows:

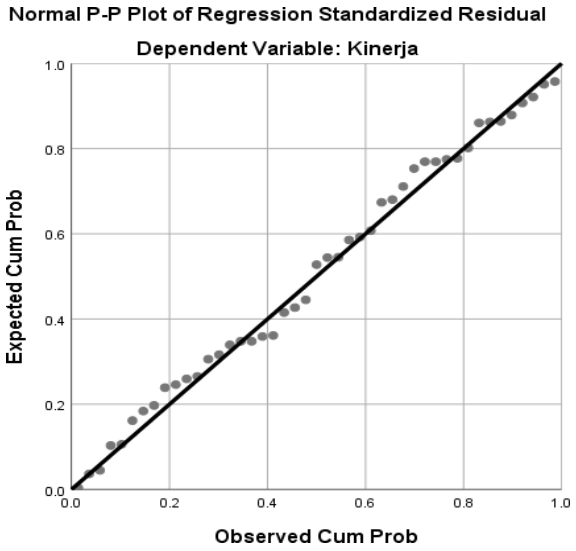

Figure 1. Normal P-Plot Graph
Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Figure 1, it can be seen that the data distribution is around the diagonal line and does not spread far from the diagonal line, so that the normality assumption can be met and testing can be continued to the next stage.

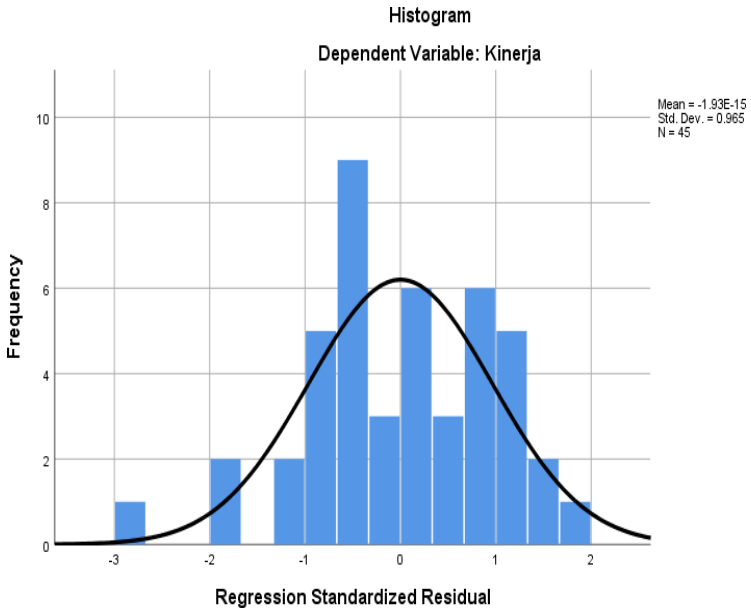

Figure 2. Histogram Graph
Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Figure 2, it can be seen that the histogram shape depicts data that is normally distributed or close to normal because it is bell-shaped, so the assumption of normality in this study can be met.

b. Multicollinearity Test

Table 3. Multicollinearity Test Results

Coefficients [a]			
Model		*Collinearity Statistics*	
		Tolerance	***VIF***
1	(*Constant*)		
	Work Ability	**0.220**	**4,553**
	Work experience	**0.160**	**6,239**
a. *Dependent Variables* : Performance			

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Table 3, it can be seen that the results of the multicollinearity test show that none of the independent variables have a tolerance value of more than 0.10, which means that there is no correlation between the independent variables with a value of more than 95%, while the Variance Inflation Factor (VIF) value also shows the same thing, namely that no independent variables have a VIF value of less than 10. It can be concluded that the regression model used in the study does not experience multicollinearity.

c. Heteroscedasticity Test

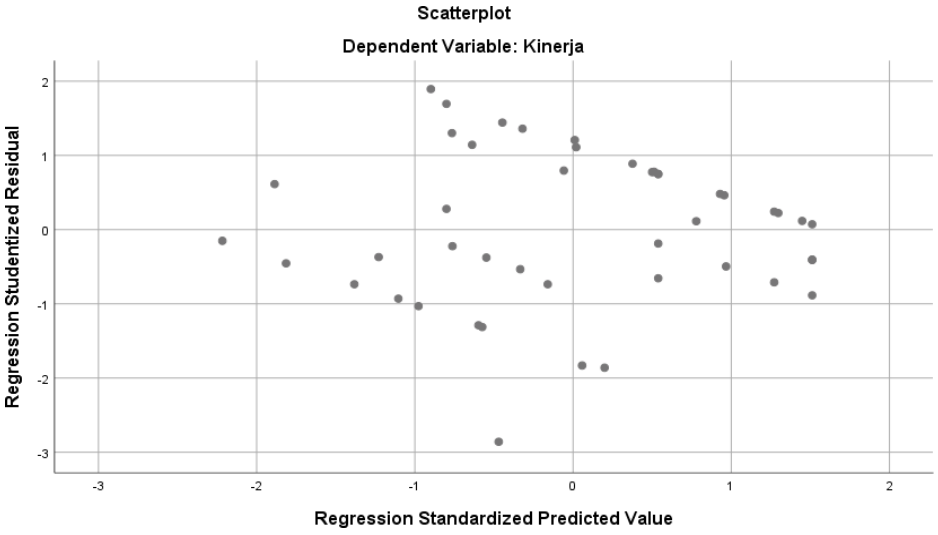

Figure 3. Histogram Graph

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Figure 3, it can be seen that the points are spread randomly, and are spread both above and below the number 0 (zero) on the Y axis. So it can be concluded that there are no symptoms of heteroscedasticity in the regression model used.

Results of Multiple Linear Regression Analysis

Table 3. Results of Multiple Linear Regression Analysis

Coefficients [a]				
Model		***Unstandardized Coefficients***		***Standardized Coefficients***
		B	**Std. Error**	**Beta**
1	(*Constant*)	**1,353**	1,217	
	Work Ability	**0.381**	0.067	0.431
	Work experience	**0.340**	0.089	0.341
a. *Dependent Variables* : Performance				

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Table 4, the results of the multiple linear regression test are as follows:

Y = 1.353+ 0.381X1 + 0.340X2 + e

The constant value is known to be 0.1353. This value can be interpreted that if work ability and work experience affect the dependent variable of performance, then the value of the dependent variable of performance is 1.353. The regression coefficient value of the work ability variable is known to be 0.381 which is positive. This means that if work ability increases by 1 unit, performance tends to increase by 0.381. The regression coefficient value of the work experience variable is known to be 0.340 which is positive. This means that if work experience increases by 1 unit, performance tends to increase by 0.340.

Hypothesis Test Analysis Results

a. t Test (Partially)

Table 4. Partial Analysis Results

Coefficients [a]			
Model		t	Sig.
1	(Constant)	1,112	0.273
	Work Ability	**5,665**	**0,000**
	Work experience	**3,834**	**0,000**
a. Dependent Variables: Performance			

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

The results of the t-test show that the $_{\text{calculated t}}$ for the variablework ability of 5.665 with a t $_{\text{table value}}$ of 2.020 then it is known that the $_{\text{calculated t value}}$ > t $_{\text{table}}$. This is because 5.665 is greater than 2.020. The significant value of t from the work ability variable is also smaller than 0.05, which is 0.000, then reject Ho and accept Ha. So it can be concluded that there is influence positive and significant variable work ability to performance of the Pematang Serai village apparatus, Langkat district. The results of the t-test show that the $_{\text{calculated t}}$ for the

variablework experience as big as 3,834 with mark t_{table} as big as 2,020 so known that mark $t_{count} > t_{table}$. Matter This because of 3,834 more big from 2,020. Mark significant t from variablework experience too more small from 0.05 that is as big as 0,000 so reject Hey and accept Ha. So that can conclude that there is influence positive and significant on the work experience variable towards the performance of Pematang Serai village apparatus, Langkat district.

b. F Test (Simultaneous)

Table 5. Simultaneous Analysis Results

ANOVA [a]						
Model		***Sum of Squares***	***df***	***Mean Square***	***F***	***Sig.***
1	*Regression*	1493,171	3	497,724	**248,638**	**0.000 [b]**
	Residual	82,074	41	2,002		
	Total	1575,244	44			
a. *Dependent Variables* : Performance						
b. *Predictors* : (*Constant*), Work Ability, Work Experience						

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Table 6, it can be seen that the $_{calculated\ F\ value}$ > from the F_{table} is 248.638 > 2.833, while sig. < from alpha is 0.000 < 0.05, indicating that simultaneously the variables of work ability and work experience have a positive and significant effect on the performance variable of the Pematang Serai village apparatus in Langkat Regency.

c. Coefficient of Determination (R2)

Table 6. Results of Determination Coefficient Analysis

Model Summary [b]				
Model	**R**	**R *Square***	***Adjusted R Square***	***Std. Error of the Estimate***
1	**0.974 [a]**	0.948	**0.944**	1.41485
***Predictors* : (*Constant*), Work Ability, Work Experience**				
b. *Dependent Variables* : Performance				

Source: SPSS v. 25 Output (Data Processed by Author, 2024)

Based on Table 4.17, the R2 (R Square) figure is 0.948 or 94.4%. This shows the variables of work ability and work experience, on the performance of the Pematang Serai village apparatus, Langkat Regency, by 94.4% while the remaining 5.6% is explained or influenced by other variables not examined in this study.

Conclusion

1. Influence Work Ability on Village Apparatus Performance

Based on the results of data analysis, seen from the multiple linear regression analysis through the t-test which is marked positive of 0.381 with a $_{calculated\ t\ value}$ of 5.665 with a $_{table}$ t

value of 2,020 so known that mark $t_{count} > t_{table}$ and mark significant as big as 0,000(sig. < 0.05). This shows that the proposed hypothesis $_{H1 \text{ was tested and}}$can accepted and it means that the work ability variable has a positive and significant effect on the performance variable of Pematang Serai village apparatus in Langkat Regency. Village apparatus who have good knowledge of village administration and regulations, skills in using technology and time management, and a positive work attitude tend to have better performance. The results of the regression analysis show that improvements in knowledge, skills, and attitudes each contribute to improving the performance of village apparatus. Knowledge has the highest regression coefficient, followed by skills and attitudes. Therefore, to improve the performance of village apparatus, it is recommended to hold training and continuing education, encourage the use of information technology, and provide motivation and incentives for village apparatus who excel. These efforts are expected to improve the quality of public services and support more effective and efficient village development.

2. The Influence of Work Experience on Village Apparatus Performance

Based on the results of data analysis, seen from analysis regression linear multiple through test tWhich marked positive as big as 0.340 with mark t_{count} as big as 3,834 with markt_{table} as big as 2,020 so known that mark $t_{count} > t_{table}$ and mark significantas big as 0,000 (sig. < 0.05). This shows that the proposed hypothesis H2 was tested $_{and}$can accepted and it means that the work experience variable has a positive and significant effect on the performance variable of Pematang Serai village apparatus in Langkat Regency. Village apparatus with longer work experience tend to show better performance in carrying out administrative and public service tasks. This is due to the accumulation of practical knowledge and a deeper understanding of their duties and responsibilities over time. In addition, longer work experience allows village apparatus to develop better problem-solving skills and higher work efficiency. The results of the regression analysis indicate that each additional year of work experience contributes positively to improving the performance of village apparatus. Therefore, it is important to consider work experience in the recruitment and promotion process of village apparatus, as well as to provide mentoring programs for new village apparatus to accelerate their learning process. These steps are expected to improve the overall performance of village apparatus and the quality of service to the community.

3. The Influence of Work Ability and Work Experience on Village Apparatus Performance.

Based on the results of data analysis, seen from the multiple linear regression analysis through the F testwhich is positive with a $_{\text{calculated F value}}$ of 248.638 while the F_{table} is owned only 2.833 with a significance level of 0.000. This shows that the proposed hypothesis $H_{3 \text{ has been tested and}}$ can accepted and this means that the variables of work ability and work experience have a

positive and significant effect on the performance variable of the Pematang Serai village apparatus, Langkat district. Work capabilities that include knowledge, skills, and attitudes, as well as longer work experience, have a significant impact on the performance of village officials. Village officials who have in-depth knowledge of village regulations and administration, skills in using technology and time management, and a positive attitude, show more effective performance in serving the community.

References

Arikunto, S. (Ed.). (2016). *Research Procedures: A Practical Approach* (1st ed.). Rineka Cipta.

Busro, M. (2018). HR Management Theories. In *Human Resource Management Theories* (pp. 49–50).

Human Resource Management: Theory *and Implementation* (Vol. 1, Issue 1).

Pebriana, L., & Yanti, ED (2024). Analysis of Job Training, Work Experience and Leadership on the Performance of Head Office Employees of PT. Pelabuhan Indonesia (PERSERO). *Journal of Management and Economics , 1* (1), 161–172.

Priansa, DJ (2014). Human Resource Planning and Development Book. In *Journal of Chemical Information and Modeling* (Vol. 53, Issue 9, p. 376 Pages).

Priyono. (2010). Human Resource Management. In *\Zifatama Publisher* (Vol. 53, Issue 9).

Setia, P. (2018). *Human Resource Management* (Sadili (Ed.); Samsuddin).

Silaswara, D., Parameswari, R., Kusnawan, A., Hernawan, E., & Andy. (2021). Human Resource Management. In *Jakarta Revised Edition: Earth of Literacy* (Issue 1). https://www.freepik.com/

Statista. (2022). *Statista.com Retrieved from statista.com/statistics: https://www.statista.com/statistics/617136/digital-population-worldwide/* .

Sugiyono. (2018). *Educational Research Methods (Quantitative, Qualitative, and R&D Approaches)* (Sugiyono (Ed.); 1st ed.). CV Alfabeta.

Sugiyono. (2020). *Quantitative, Qualitative and R & D Research Methodology* .

Sutrisno, E. (2021). Improving Human Resource Management Performance. In *Kencana Prenada Media Group* (p. 244).