

## The Influence of Competency, Work Experience, Work Environment, and Work Discipline on Employee Performance at Farm Tresno

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### Abstract

*Broiler chicken farming is very vulnerable to environmental changes and price fluctuations, which can sometimes cause disruption. The broiler chicken business does not offer maximum profits if you only consider cultivation alone. The broiler chicken agribusiness system allows farmers to utilize existing human resource management. The aim of this research is to determine the influence of Tresno Farm employees' abilities, professional experience, work environment and work discipline on employee performance. Sampling in this research used a saturated sampling technique, namely a sampling technique when all members of the population were sampled. The sample for this research consisted of 32 Tresno farm employees. This research uses primary data and uses a hypothesis testing method using multiple regression analysis. The research results show that the variables of ability, work experience, work environment and work discipline have a partial or simultaneous effect on the performance of Tresno Farm employees.*

**Keywords** Competence, Work Experience, Work Environment, Work Discipline, Performance.

### INTRODUCTION

Broiler chickens are one of the types of commodities in the livestock sector that provide ultimate nutrients and have potential economic value. Considering that most of Indonesia's livestock products consume chicken meat, the harvest of egg meat must be achieved in a relatively short time. One of the areas producing broiler chickens is in Lampung Province, where the number of broiler chickens in 2016 was 19,062,875 chickens. However, the data shows that the number of independent farmers is decreasing from year to year, while the number of partnership model farmers is increasing, and the population gap between the two types of livestock farming patterns is very large. It can be seen that there is a difference in operational performance at work.

Broiler chicken farming is very vulnerable to environmental changes and price fluctuations, which can sometimes cause disruption. The amazing genetic improvement of broiler chickens has accelerated the growth of broiler chickens, but modern broiler chickens are very spoiled and easily stressed, so they need a suitable (comfortable) environment for their growth. (Ulfa et al., 2021). Broiler chicken farming is an industry that is currently developing. The emergence of the cultivar pattern in the broiler poultry industry was driven by the growth of the cultivar itself. However, in the broiler chicken business, you will not get maximum profits if you only think about the cultivation aspect. The broiler chicken agribusiness system allows farmers to utilize existing human resource management.

The human resource resources of an organization, including employees and institutional personnel, play an important role in achieving organizational goals. HR performance is very important for business success (Nyoman, 2020). A comfortable and conducive work environment also plays a big role in improving employee performance.



Experience factors and working environmental conditions can influence employee performance.

One of the factors that influence business performance is employee competence. A competent employee usually has good skills in carrying out his work and has the ultimate skills to complete his work based on the work objectives that have been determined by management (Kitta et al., 2023). This increases employee enthusiasm for their work and empowers employees to continue their work, which in turn improves business performance. On the other hand, if an employee's abilities are not high then the employee's job is not suitable for full-time work.

When an employee has poor performance at work, the employee does not have the skills necessary to complete the work. Most employees have knowledge about their work, but if their work is not completed with their skills, it will be difficult for them to achieve the business goals that have been set, and optimal results will not be achieved. (Rahmayanti et al., 2021).

Work experience has a significant influence on employee performance. Employees who have industrial experience perform better because their experience helps them deal with different situations. Work experience also helps in taking decisions and solving problems (Darmawan & Mardikaningsih, 2021). Therefore, work experience is a valuable asset for increasing employee performance. Work experience is a combination of knowledge and skills that a person learns through work carried out during a specified time period.

Work experience plays an important role not only in improving skills, but also in developing employee attitudes and behavior. The experience that employees gain during their work always improves their knowledge and skills so that they can perform well in the workplace. This has a positive impact on the organization because through personal experience, employees develop advanced skills and behavior that influence employee performance. Therefore, the more experience, the better the performance (Kitta et al., 2023). Good working environment conditions, both physically and in relationships between employees and managers, can increase employee morale and performance. Employees who feel comfortable with their work environment tend to have better performance. Therefore, the company should pay attention to aspects of the work environment to improve the performance of its employees (Ilim et al., 2024). A good work environment will create a comfortable and enjoyable atmosphere so that employees can enjoy their work. Work place comfort is considered to be one of the factors that encourage employee performance in their work. (Wibowo et al., 2019) This means that society can carry out its activities with success and achieve optimal results if supported by the prevailing environmental conditions.

Employee work discipline is the most dominant factor so that work discipline must be improved so that employee expectations can be achieved and satisfaction in work. This can improve the performance of self-employed employees. Management must provide sanctions for employees who violate regulations and carry out more stringent supervision to improve employee performance.

Employee work discipline is the most important factor, therefore, there needs to be increased work discipline so that employees can fulfill their expectations and work with

satisfaction. This can improve employee performance in the company by implementing stricter controls by providing sanctions to employees who violate the rules (Rahmayanti et al., 2021). The sanctions imposed must be appropriate so that employees who violate operational regulations and compliance do not commit the same mistakes. Based on research, work discipline and employee performance are supported by research (Sitompul et al., 2021) which states that work discipline has an impact on employee performance.

Human resource development is a key element in achieving business goals. Employee performance has a huge influence on the success of the company's operations. Therefore, the company must work to improve the performance of its employees. Superior performance depends on the quality of human resources and the prevailing working environment. Therefore, good human resource management and work environment are very important to achieve corporate goals (Ratnasari et al., 2021). Employee performance problems can be caused by work expenses that are too large, which can reduce the performance of diligent employees. Therefore, business management must ensure that employees' work expenses are not too burdensome so that their performance remains optimal. The success of the business also depends on the efficient and efficient management of human resources.

This research is a replication of research (Nyoman, 2020). The expansion of my research with research since last year was my research involving 32 employees at Farm Tresno.

Farm Tresno is a broiler chicken business that manages the ultimate welfare of community members, especially employees who manage a broiler chicken business in the Sulkadam village. Good management and attention to employees are factors in the success of this business. Work experience and a conducive work environment play a role in improving employee performance in this company. Therefore, this research will examine the "Influence of Work Experience and Work Environment on the Performance of Trelсно Farm Employees.

## **LITERATURE REVIEW**

### **Job competence**

The success of an organization is largely determined by the quality of the people who work in it. The role of human resource management in an organization is not only administrative in nature but focuses on how to be able to develop the potential of human resources to become creative and innovative (Rahmayanti et al., 2021). Every organization requires a complex workforce of human resources to be able to provide excellent and valuable services. Discipline of each member and individual is the key to achieving productivity. Competence refers to characteristics that underlie behavior that describe motives, personal characteristics (characteristics), self-concept, values, knowledge, or skills brought by cells of people who perform superiorly and what they can do. Figure out what they might do (Rachman et al., 2021). The dimensions of work complexity in this research are increasing (Nyoman, 2020) namely 1). Knowledge: forgetting information that people use in the research field, 2). Skills: Forgetting forgets people's ability to carry out their sins



well. For example, interviewing efficiently, and receiving good applicants. 3). Behavior is a set of actions or actions of a person's cells in carrying out a response to a cell and then becomes a habit because of the value they believe in.

This research was led by research (Rahmayanti et al., 2021) that work complexity has a significant impact on employee performance. If employees have high competence, they will be able to improve the employee's own performance. Increasing the complexity of work carried out within the management organization. Employees who have mobile work competency have good abilities in carrying out work and have the ultimate skills to be able to complete work based on the work targets provided by the company. This can create a work spirit within the employee to remain persistent in carrying out work that can improve performance in the business, whereas if the employee does not have high competence, then the employee will not have the ability to work efficiently. Employees who do not fully have the necessary skills to complete the work, thereby providing less than good performance in the business. Even though employees have the knowledge to carry out their work, it is not balanced with the skills they possess, it will be difficult for the work to achieve the specified work targets so that the results achieved will be less than optimal. The dimensions of work complexity in this research are increasing (Nyoman, 2020) namely 1). Knowledge: forgetting information that people use in the research field, 2). Skills: Forgetting forgets people's ability to carry out their sins well. For example, interviewing efficiently, and receiving good applicants. 3). Behavior is a set of actions or actions of a person's cells in carrying out a response to a cell and then becomes a habit because of the value they believe in. The results of research carried out by (Rahmayanti et al., 2021), (Rachman et al., 2021), (Sholachudin, 2022), (Rachmawati & Kalulgel, 2020) And (Kulswibowo, 2021) Produced results that work competency had a significant impact on employee performance. Based on description, the first hypothesis in this research is:

H1. Work complexity has a significant impact on employee performance.

### **Work experience**

Human resource workers' individual work experience is greatly influenced by their work activities. In HR management, work experience has a lot of interpretation, as explained by experts (Darmawan & Mardikaningsih, 2021). This is a series of processes that shape the attitudes and behavior of individual human resources according to the results of the work activities carried out. This concept states that experience is gained through activities that create experience or skill in dealing with and providing solutions to specific activities. Work experience is defined as the abilities and skills possessed by employees in carrying out their duties. With extensive experience, it is hoped that they will have greater abilities than those without experience. People who have experience develop better work abilities because they have learned from the activities and problems in their work (Work experience results in increased knowledge, skills and attitudes, supports self-development in the face of growth. Employee experience has valuable value ultnulk progress in his career in the future (Kitta et al., 2023). (Nyoman, 2020) The dimensions of work experience involve the length of work and the number of assignments that have been completed.

This research was led by research (Darmawan & Mardikaningsih, 2021) that work experience has a significant influence on employee performance. Because an employee must carry out the work assigned to him because these things can have an impact on the performance of the employee himself. The longer a person works, the more they will master their work, so they can complete their work well and have good work efficiency, which will also produce optimal performance. The work experience that individuals gain helps them acquire the skills and genuine knowledge that will eventually lead to the work they undertake. People who carry out this type of manual work over a long period of time will become accustomed to manual work and will eventually master it. Work experience can deepen and improve work abilities. The more often a person carries out the same work, the more skillful he becomes and the more quickly he completes the work completely. The more type of work a person carries out, the richer and richer his work experience will be, and it will be possible to improve his work.

The results of research carried out by (Darmawan & Mardikaningsih, 2021), (Kitta et al., 2023), (Sofian & Jullkarnain, 2019), (Ariani et al., 2020) And (Kulmbadelwi et al., 2021). The results showed that work experience had a significant impact on employee performance. Based on Selbult's description, the second hypothesis in this research is H2. Work experience has a significant impact on employee performance.

### **Work environment**

The work environment in a company has a crucial role that requires management attention. Even though they are not directly involved in the production process, the work environment has a significant impact on employees who are directly involved in the process. Focusing on employees in the work environment can improve performance, while an inadequate work environment can reduce performance and, ultimately, undermine employee motivation. Work environment as a factor around work that influences the implementation of their duties (Ilim et al., 2024).

The importance of the work environment is not limited to private organizations or government agencies alone. Working environmental conditions are considered good or satisfactory if they enable seniors to carry out activities optimally, healthily, safely and comfortably. The work environment has a direct impact on the activities of employees in carrying out (Widia & Rulsdianti, 2018). Work environment design must ensure a positive relationship between work and the environment. A good work environment allows employees to carry out activities optimally, healthily, safely and comfortably, while a less good work environment can result in more time and effort and also hamper work system efficiency. The dimensions of the work environment in this research are extensive (Nyoman, 2020) is 1). Work facilities and comfort are a work environment that supports the implementation of work and causes poor performance if there is a lack of work tools, empty work cycles, insufficient ventilation and unclear processes. 2). Relationships between work colleagues form a work group with high cohesiveness and loyalty which will increase work productivity, because between one worker and another worker will support each other in achieving goals and/or results.



The work environment has a positive influence on employee performance. A good work environment system is able to guarantee employee performance which ultimately enables the company to develop positive attitudes and behavior which will work productively for the company's business so that it will also have a good impact and can provide success for the business. The work environment has a positive impact on employee performance (Hariyadi et al., 2021). A comfortable work environment causes the employee's level of concentration in work to increase, and healthy conditions often cause the level of employee work productivity to increase. A good work environment, both physical and non-physical, provides support for increasing employee work performance. A significant and positive relationship between the work environment and employee performance. This reinforces the view that the work environment influences employee performance. The results of research carried out by (Ilim elt al., 2024), (Widia & Rulsdianti, 2018), (Lelstari elt al., 2024), (Ochotan et al., 2019) And (Kulmbadelwi elt al., 2021)The results showed that work experience had a significant impact on employee performance. Based on Selbult's description, the second hypothesis in this research is:

H3. The work environment has a significant influence on employee performance.

## Work Discipline

Discipline includes compliance and respect for agreements between employees and regulations that have been established. Rules and regulations are needed in all aspects of life, wherever we are, to regulate and limit every action and behavior. Employees with good work discipline will gain useful benefits, both for the organization and the employees themselves (Wahongan & Dotullong, 2021). Therefore, every social organization has various policies that must be adhered to by its members, as well as standards that must be adhered to. Employee discipline is not only a rule, but also a form of training that ultimately improves cooperation with other employees and improves their work performance (Fallo, 2021).

The dimensions of work discipline in this research are extensive (Nyoman, 2020) namely 1). Time delay means the availability of information for the cause of the accident at the time it is needed before the information has already occurred because of the loss of the ultimate ability to influence the cell of the reason. 2). Procedural exculpation means carrying out a judicial review that already has permanent judicial authority. 3). Being careful in using official equipment is being wise in using official office/business equipment. 4). Neatness is an aspect of an employee's physical or visible appearance. 5). High responsibility means forgetting all one's duties and obligations with one's sincerity. and 6). Work quality is the result that can be achieved through the effectiveness and efficiency of work carried out by human resources or other human resources in achieving the goals or targets of good work.

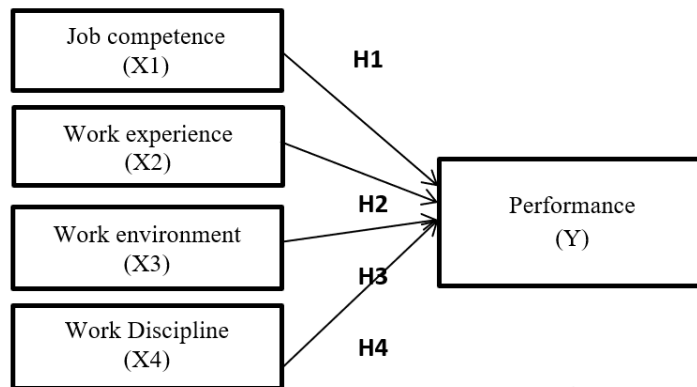
Work discipline has an impact on employee performance because work discipline is a process used to deal with work problems that involves managers in identifying and communicating performance problems to employees. Employee work discipline is the most dominant factor so that work discipline must be improved so that employee expectations can be achieved and satisfaction in work. This can improve the performance of self-employed employees (Azansyah elt al., 2023). Management must provide sanctions for employees who

violate regulations and carry out more stringent supervision to improve employee performance. The sanctions imposed must be appropriate so that employees who violate the rules and regulations do not commit the same mistake. Based on recent research regarding work discipline and employee performance, the influence of discipline on employee performance is supported by research (Azansyah et al., 2023), (Baguldelk & Rosita, 2021), (Kelyla & Silaban, 2024), (Lelstari et al., 2024) And (Mikraj et al., 2024) which states that work discipline has an impact on employee performance. (Based on Selbult's description, the hypothesis in this research is:  
H4: Work discipline has a significant impact on employee performance.

### **Employee performance**

Performance is a series of processes related to activities that involve elements in a series of processes that ultimately produce performance. Performance is reflected in the work results that can be achieved by individuals or groups within an organization as well as through their compassion and responsibility in achieving organizational goals (Ratnasari et al., 2021). The operational criteria involve speed, respect, cooperation, quality and output integration. Performance also includes employees' day-to-day activities, including their culture and assessment standards that have been established, with employee evaluation guidelines (DP3) within the workforce.

Performance is measured as the result of work within a program that achieves targets including results or outcomes assessed by management to determine results. Performance includes the appearance of employee work results both in terms of quantity and multi-tasking (Ratnasari et al., 2021). Performance is defined as an achievement or result of work, relevant to the goals of the organization, and becomes a target in achieving high productivity. Good performance depends on the quality of human resources. Performance is a key element in an organization's progress, reflecting how the organization is progressing or simply stagnating (Fallo, 2021). Performance dimensions are calculated and calculated individually, involving five main aspects (Nyoman, 2020) namely 1). Work results are the general results of the task implementation process by using work materials and work equipment within the specified time and conditions, 2). Independence is the individual's ability to act according to his wishes, 3). The initiative is forgotten the ability or intelligence of a person's cells to initiate or take action in the actual situation, 4). Adaptation forgets self-management carried out by individuals towards their environment as a form of self-defense, and 5). Collaboration is forgotten activities or actions carried out by two or more people to achieve mutual goals.



Source: (Nyoman, 2020)

**Figure 1. Research Conceptual Framework**

## METHOD

The type of research used in this research is a quantitative research type. The primary data used in this research is primary data. The primary data in this research is data regarding the responses of respondents to variables of work experience and work environment on employee performance.

The sampling technique used is deep sampling, namely the collection of samples if the original population members are used as samples. The research used a sample of 32 Trelсно Farm employees. The independent variables used in this research are work competence (X1), work experience (X2), and work environment (X3), work discipline (X4). The related variable used in this research is employee performance (Y).

The analytical tool used in this research is SPSS. The multiple linear regression equation used is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 +$$

Location:

- Y = Variable dependen employee performance
- a = Constant (Y value when X = 0)
- b = Regression coefficient
- X1 = Variable independent work competence
- X2 = Variable independent work experience
- X3 = Work environment variables
- X4 = Variable independent work discipline

Hypothetical testing by implementing t-testing is the ultimate test of how each independent variable influences the dependent variable individually (Sulgiyono, 2018). This test can be carried out by comparing t calculated with t table with criteria. The test is carried out in a way that if the calculated value > t table then Ho is rejected, if the calculated value < t table then Ho is accepted. Finally, if the sig value is < 0.05 then Ho is rejected and if the sig value is > 0.05 then Ho is accepted.



Simultaneous test or F test is used to see whether the internal variable has an effect simultaneously on the internal variable, namely employee performance (Y) with the result of random selection criteria, namely if  $F_{\text{calculated}} > F_{\text{table}}$  ( $\alpha = 0.05$ ) then  $H_0$  is rejected and  $H_a$  is accepted, if  $F_{\text{count}} < F_{\text{table}}$  ( $\alpha = 0.05$ ) then  $H_0$  is accepted and  $H_a$  is rejected. Furthermore, if the sig value is  $< 0.05$  then  $H_0$  is rejected and if the sig value is  $> 0.05$  then  $H_0$  is accepted.

## RESULT AND DISCUSSION

### Respondent Characteristics

The description of the data that forms the picture that will be used for the next process is to examine the hypothesis. This was done in order to describe or describe the condition of the respondents who were the object of this research in terms of the characteristics of the respondents, including gender, age and level of education. This research is the result of realizing the hypothesis proposed in this research, it has been carried out on the total number of employees of Farm Tresno totaling 32 people.

**Table 1. Characteristics of Respondents**

<b>Gender</b>	<b>Number of people)</b>	<b>Percentage (%)</b>
Collection	11	34.4
Man	21	65.6
<b>Age (years)</b>	<b>Number of people)</b>	<b>Percentage (%)</b>
20-30	19	59.4
31-40	5	15.6
41-50	5	15.6
>50	3	9.4
<b>Education</b>	<b>Number of people)</b>	<b>Percentage (%)</b>
JUNIOR HIGH SCHOOL	9	28.1
SMA/SMK/MA	19	59.4
D3/S1	4	12.5

Source: Data results will be processed in 2024.

Based on table 4.1 of the characteristics of respondents based on gender, it is known that the highest number is men at 21 people or 65.6%. The characteristics of the respondents based on age, it is known that the highest number is those aged 20-30 years, amounting to 19 people or 59.4% and the characteristics of the respondents based on education, it is known that the highest number is SMA/SMK/MA education, namely 19 people or 59.4%.



## Validity test

**Table 2. Validity Test Results**

<b>Job competence</b>	<b>Sig</b>	<b>Alpha</b>	<b>Condition</b>	<b>Conclusion</b>
Item 1	0.008	0.05	Sig < alpha	Valid
Item 2	0.012	0.05	Sig < alpha	Valid
Item 3	0,000	0.05	Sig < alpha	Valid
Item 4	0,000	0.05	Sig < alpha	Valid
Item 5	0.001	0.05	Sig < alpha	Valid
Item 6	0.003	0.05	Sig < alpha	Valid
Item 7	0.002	0.05	Sig < alpha	Valid
<b>Work experience</b>	<b>Sig</b>	<b>Alpha</b>	<b>Condition</b>	<b>Conclusion</b>
Item 1	0.004	0.05	Sig < alpha	Valid
Item 2	0.035	0.05	Sig < alpha	Valid
Item 3	0.009	0.05	Sig < alpha	Valid
Item 4	0,000	0.05	Sig < alpha	Valid
Item 5	0,000	0.05	Sig < alpha	Valid
Item 6	0.002	0.05	Sig < alpha	Valid
Item 7	0.005	0.05	Sig < alpha	Valid
<b>Work environment</b>	<b>Sig</b>	<b>Alpha</b>	<b>Condition</b>	<b>Conclusion</b>
Item 1	0,000	0.05	Sig < alpha	Valid
Item 2	0,000	0.05	Sig < alpha	Valid
Item 3	0,000	0.05	Sig < alpha	Valid
Item 4	0,000	0.05	Sig < alpha	Valid
Item 5	0,000	0.05	Sig < alpha	Valid
Item 6	0.019	0.05	Sig < alpha	Valid
Item 7	0.044	0.05	Sig < alpha	Valid
<b>Work Discipline</b>	<b>Sig</b>	<b>Alpha</b>	<b>Condition</b>	<b>Conclusion</b>
Item 1	0,000	0.05	Sig < alpha	Valid
Item 2	0,000	0.05	Sig < alpha	Valid
Item 3	0,000	0.05	Sig < alpha	Valid
Item 4	0.008	0.05	Sig < alpha	Valid
Item 5	0.005	0.05	Sig < alpha	Valid
Item 6	0.014	0.05	Sig < alpha	Valid
Item 7	0.003	0.05	Sig < alpha	Valid
<b>Performance</b>	<b>Sig</b>	<b>Alpha</b>	<b>Condition</b>	<b>Conclusion</b>
Item 1	0.001	0.05	Sig < alpha	Valid
Item 2	0.001	0.05	Sig < alpha	Valid
Item 3	0,000	0.05	Sig < alpha	Valid
Item 4	0,000	0.05	Sig < alpha	Valid
Item 5	0,000	0.05	Sig < alpha	Valid

Item 6	0.009	0.05	Sig < alpha	Valid
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Source: Data results will be processed in 2024

Based on table 2, the results of the variable validity test show the totality of statement items which include the variables work competence (X1), work experience (X2), work environment (X3), work discipline (X4) and work performance (Y). The results obtained were Sig < alpha (0.05). In this way the entire statement is declared valid.

### Linearity Test Results

**Table 3. Linearity Test Results**

Variable	Sig	Alpha	Conclusion	Information
Work Complexity(X1)	0.683	0.05	Sig > Alpha	Linear
Work Experience(X2)	0.411	0.05	Sig > Alpha	Linear
Work Environment(X3)	0.427	0.05	Sig > Alpha	Linear
Work Discipline(X4)	0.786	0.05	Sig > Alpha	Linear

Source: Data results will be processed in 2024

Based on table 4.3, it shows that the ultimate sig value of the work competency variable (X1) is significantly 0.683, the work experience variable (X2) is 0.411, the work environment variable (X3) is 0.427, the work discipline variable (X4) is 0.427. sar 0.786. The significant value of the variable cell is > 0.05, so it can be concluded that Ho is rejected, and the variable cell is Linear.

### Coefficient of Determination Results

**Table 4. Determination Test Results**

Correlation Value (R)	R Squarel (R2)
0.608	0.369

Source: Data processed in 2024

Based on table 4, it can be seen that the correlation coefficient (R) value is around 0.608, meaning that the level of correlation between work competence (X1), work experience (X2), and work environment (X3), work discipline (X4) and work performance (Y) is positively positive. The dominant delta coefficient R2 (R Square) is 0.369, meaning that performance is influenced by work competence (X1), work experience (X2), and work environment (X3), work discipline (X4) is 0.369 or 36.9%, while the rest is 63.1% is influenced by other factors/variables outside this research.

### t Test Results

The t test is used to test the significance between constants and variable variables. Based on the t-test data processing, the data is obtained according to the results of the results



criteria. If the sig value is  $< \alpha$  (0.05) then  $H_0$  is rejected. If the sig value is  $> \alpha$  (0.05) then  $H_0$  is accepted.

**Table 5. Regression Coefficient Test Results**

	<b>tcount</b>	<b>Table</b>	<b>Significance</b>
Work Complexity (X1)	2,230	1.69	0.033
Work Experience (X2)	2,408	1.69	0.022
Work Environment (X3)	3,782	1.69	0.001
Work Discipline (X4)	2,424	1.69	0.022

Source: Data processed in 2024

Based on table 4.5, it can be seen from the work competency variable (X1) that the calculated t value is 2,330 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so the calculated t ( $2,330 > t$  table (1.69) and the sig value ( $0.033 < 0.05$ ) then  $H_0$  is rejected. This means that work complexity has had an impact on youemployee performance at Farm Tresno.

Based on table 4.5, it can be seen from the work experience variable (X2) that the t calculated value is 2.408 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so t calculated ( $2.408 > t$  table (1.69) and the sig value ( $0.022 < 0.05$ ) then  $H_0$  is rejected. This means that work experience has a significant impact on youemployee performance at Farm Tresno.

Based on table 4.5, it can be seen from the work environment variable (X3) that the calculated t value is 3.782 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so the calculated t ( $3.782 > t$  table (1.69) and the sig value ( $0.001 < 0.05$ ) then  $H_0$  is rejected. This means that the work environment has a significant impact on youemployee performance at Farm Tresno.

Based on table 4.5, it can be seen from the work discipline variable (X4) that the t calculated value is 2.424 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so t calculated ( $2.424 > t$  table (1.69) and the sig value ( $0.022 < 0.05$ ) then  $H_0$  is rejected. This means that work discipline has had an impactemployee performance at Farm Tresno.

## F Test Results

This simulation test aims to examine whether work competence (X1), work experience (X2), and work environment (X3), work discipline (X4) together have an influence on the variable of development, namely employee performance. (Y).

**Table 6. F Test Results**

<b>Fcount</b>	<b>Ftable</b>	<b>Significance</b>
3,954	3.28	0.012

Source: Data processed in 2024

For tested F with a confidence level of 95% or an alpha of 5% and a degree of freedom of calculation of the selbelsar  $k - 1 = 2$  and a degree of freedom of the calculation of the selbelsar  $nk = 32 - 3 = 29$  selbelsar resulting in an F table of selbelsar 3.28 and an F count of 3.954. From table 4.18 it can be seen that the calculated F value is  $3.954 > F$  table 3.28 and  $\text{Sig} < 0.05$ , namely  $0.012 < 0.05$ , so  $H_0$  is rejected and  $H_a$  is accepted. This means that work complexity, work experience, work environment, and work discipline together have an influence on employee performance at Farm Tresno.

### **The influence of work competency on employee performance**

Based on table 4.5, it can be seen from the work competency variable (X1) that the calculated t value is 2,330 while the t table value with dk ( $dk = 32 - 2 = 30$ ) is 1.69 so the calculated t ( $2,330 > t$  table (1.69) and the sig value ( $0.033 < 0.05$ ) then  $H_0$  is rejected. This means that work complexity has had an impact on employee performance at Farm Tresno. This is because if employees have high competence, they will be able to improve the employee's own performance. Increasing the complexity of work carried out within the management organization. Employees who have mobile work competency have good abilities in carrying out work and have the ultimate skills to be able to complete work based on the work targets provided by the company. This can provide a work spirit within employees to remain persistent in carrying out work which can improve performance in the business. Meanwhile, if employees do not have high competence, then employees will not have the ability to work effectively. The results of this research reflect the research carried out by him (Rahmayanti et al., 2021), (Rachman et al., 2021), (Sholachudin, 2022), (Rachmawati & Kalulgel, 2020) And (Kulswibowo, 2021) that work complexity has a significant impact on employee performance.

### **The Influence of Work Experience on Employee Performance**

Based on table 4.5, it can be seen from the work experience variable (X2) that the t calculated value is 2.408 while the t table value with dk ( $dk = 32 - 2 = 30$ ) is 1.69 so t calculated ( $2.408 > t$  table (1.69) and the sig value ( $0.022 < 0.05$ ) then  $H_0$  is rejected. This means that work experience has a significant impact on employee performance at Farm Tresno. This is because an employee must carry out the work assigned to him because these matters can have an impact on the employee's own performance. The longer a person works, the more they will master their work, so they can complete their work well and have good work efficiency, which will also produce optimal performance. The work experience that individuals gain helps them acquire the skills and genuine knowledge that will eventually lead to the work they undertake. Work experience can deepen and improve work abilities. The more often a person carries out the same work, the more skillful he becomes and the more quickly he completes the work completely. The more type of work a person carries out, the richer and richer his work experience will be, and it will be possible to improve his work. The results of this research reflect the research carried out by him (Darmawan & Mardikaningsih, 2021), (Kitta et al., 2023), (Sofian & Jullkarnain, 2019), (Ariani et al.,



2020) And (Kulmbadelwi et al., 2021) that work experience has a significant influence on employee performance.

### **The influence of the work environment on employee performance**

Based on table 4.5, it can be seen from the work environment variable (X3) that the calculated t value is 3.782 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so the calculated t ( $3.782 > t$  table (1.69) and the sig value ( $0.001 < 0.05$ ) then  $H_0$  is rejected. This means that the work environment has a significant impact on employee performance at Farm Tresno. This is because a good work environment system is able to guarantee employee performance which ultimately enables the company to develop positive attitudes and behavior which will work productively for the company's business so that it will also have a good impact and can provide success for the business. A comfortable work environment causes the employee's level of concentration in work to increase, and healthy conditions often cause the level of employee work productivity to increase. A good work environment, both physical and non-physical, provides support for increasing employee work performance. A significant and positive relationship between the work environment and employee performance. This reinforces the view that the work environment influences employee performance. The results of the research reflect the research carried out by (Ilim et al., 2024), (Widia & Rulsdianti, 2018), (Lelstari et al., 2024), (Ochotan et al., 2019) And (Kulmbadelwi et al., 2021) that the work environment has a positive impact on employee performance.

### **The influence of work discipline on employee performance**

Based on table 5, it can be seen from the work discipline variable (X4) that the t calculated value is 2.424 while the t table value with dk ( $dk=32-2=30$ ) is 1.69 so t calculated ( $2.424 > t$  table (1.69) and the sig value ( $0.022 < 0.05$ ) then  $H_0$  is rejected. This means that work discipline has had an impact on employee performance at Farm Tresno. This is because work discipline is a process that is used to deal with work problems that involves managers in identifying and communicating performance problems to employees (Fahmi, 2021). Employee work discipline is the most dominant factor so that work discipline must be improved so that employee expectations can be achieved and satisfaction in work. This can improve the performance of self-employed employees. Management must provide sanctions for employees who violate regulations and carry out more stringent supervision to improve employee performance (Dwipayana, 2019). The sanctions imposed must be appropriate so that employees who violate the rules and regulations do not commit the same mistake. The results of the research reflect the research carried out by (Azansyah et al., 2023), (Baguldelk & Rosita, 2021), (Kelyla & Silaban, 2024), (Lestari et al., 2024) And (Mikraj et al., 2024) which states that work discipline has an impact on employee performance.

## **CLOSING**

### **Conclusion**

1. Work complexity has had a significant impact on employee performance at Farm Tresno.

2. The work experience has had a significant impact on employee performance at Farm Tresno.
3. Work environment has had a significant impact on employee performance at Farm Tresno.
4. Work discipline has had a significant impact on employee performance at Farm Tresno.
5. Work complexity, work experience, work environment, and work discipline work together has had a significant impact on employee performance at Farm Tresno.

### Suggestion

1. Management must pay close attention to policies and work discipline is maintained by providing strict sanctions so that employees can follow the regulations that are enforced by the company.
2. Businesses pay attention to the facilities and infrastructure received will result in a good working environment for employees.

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