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Effect of Work Achievement Assessment, Experience and Position Promotion on Employee Performance PT. Conwood Indonesia

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Abstract: This research was conducted to explain the partial or simultaneous influence of the variable performance appraisal, experience, promotion on employee performance at PT. Conwood Indonesia. The total population used is 70 respondents who work at PT. Conwood Indonesia was taken using a questionnaire which was used as a data collection method in this study. The results of the analysis show that there is a simultaneous significant effect between the three variables, and a partially significant influence between the variables of job performance appraisal and job promotion on performance, and the experience variable has no effect on employee performance at PT. Conwood Indonesia.

Keywords: work performance appraisal; experience; promotion; performance

I. Introduction

In the current era of globalization, every company is faced with competition between companies, both locally and internationally. Facing this problem, it is necessary to have qualified human resources and have a high responsibility towards the company in carrying out their duties, thus it is necessary to increase employee performance. One way that companies can do in order to improve employee performance is to conduct performance appraisals and promotions to employees.

Employees are a very important factor of production for a company. Without high-potential employees, the company will not have an opportunity to move forward, because at this time many new companies are established and old companies are too.

Continue to strive to develop. To create high performance, it is necessary to increase optimal work and be able to utilize the potential of human resources owned by employees in order to create organizational goals. With regard to performance, to find out whether an employee is successful or not in carrying out and completing work, it is necessary to conduct an assessment of the performance of the employee's work. Because with the assessment, employees feel cared for by the company and employees who get a good assessment will be given an award or remuneration for their performance. In addition to performance appraisal,.One more thing that affects performance is that promotion is a means that can encourage employees to be better or more enthusiastic in doing a job in the work environment. By looking at these facts, the assessment of work performance that leads to promotions is carried out effectively and transparently so that it can be accepted by all parties without being a sensitive matter in the company (Hariasih, 2017).

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Performance that occurs in the PT. Conwood Indonesia is considered still less than optimal based on the Pre Survey conducted to 70 correspondent employees in the Work Environment of PT. Conwood Indonesia. The results of the pre-survey questionnaire recapitulation regarding performance, it appears that currently there are still employees who are less skilled in achieving the expected performance of the company. This is due to the lack of an assessment of the work carried out by the company's management on employees. There is no appreciation or appreciation for employees who have high loyalty and extensive work experience. This can be seen in the existence of vacancies in the company, so that employees concurrently carry out other tasks.

II. Review of Literature

Performance is a person's achievement in carrying out a job within a certain period of time in accordance with the job given by the company (Rahadi Zavedi et al., 2016). Employee performance is measured based on standards or criteria set by the company. Another factor that can affect employee performance is work performance appraisal. The work performance appraisal process allows organizations to measure and evaluate individual employee behavior and achievements over a certain period of time (Rismansyah, 2012). An employee is every person who works by selling his energy (physical and mental) to a company and getting remuneration in accordance with regulations or agreements.

Work performance assessment is a person's level of proficiency in tasks that include work (Sutrisno, 2010). Work performance appraisal is basically intended to obtain useful information in making decisions related to other human resource management, such as career planning and development, compensation programs, promotions, demotions, retirements and dismissals or dismissals of employees (Sutrisno, 2016).

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

Work experience is one of the most important factors in a company (Ratulangi, 2016). Employees who have a lot of familiar work experience and are very adaptable to the existing job. Work experience is a person's main capital to enter a certain field.

Promotion is an employee transfer activity, from one position or place to another position or place that is higher than the previously occupied position and in general a promotion followed by an increase in income and other facilities (Nitisemito, 2012). Promotion serves to increase employee potential, encourage motivation of other employees and fill vacant positions. Employees always face various forms of concerns and problems. Several forms of difficulty occur in carrying out work tasks in various cases that can affect performance, so the company management must pay attention to it. What is meant is an assessment of work performance which functions as a communication tool for employees to see the results of their work, whether the target has been achieved or not so that it affects achieving the company's targets (Kaymaz, 2011). In addition, the level of knowledge or experience possessed by employees is not yet optimal and the lack of mastery of the work used in the field of work that affects work results.

III. Research Methods

Conceptually, the Job Performance Assessment (X1), Experience (X2), and Job Promotion (X3) affect the performance (Y) of employees at PT. Conwood Indonesia, either simultaneously or partially.

3.1. Multiple Regression Analysis

To find parameters and constants as well as the values of F-count and t-count, computer assistance will be used with SPSS version 22.00 for windows program. Regression test is used to determine the effect of Job Performance Assessment (X1), Experience (X2), and Job Promotion (X3), on Employee Performance (Y) at PT. Conwood Indonesia. The regression equation is as follows:

Y = a + b1X1 + b2X2 + b3X3 + e

3.2. Hypothesis Testing

F test was conducted to see whether the independent variable; Work Performance Assessment (X1), Experience (X2) and Job Promotion (X3) together on the Performance (Y) of Employees at PT. Conwood Indonesia. The F test (simultaneous test) is to test whether there is an effect of the independent variables on Job Performance Assessment (X1), Experience (X2) and Job Promotion (X3) simultaneously (simultaneously) on the dependent variable Performance (Y).

If the F test is obtained the value of Fcount > Ftable will be continued with the t test. The ttest aims to partially see the effect of the independent variables on Job Performance
Assessment (X1), Experience (X2) and Job Promotion (X3) on Employee Performance at PT.
Conwood Indonesia. -t test (Partial Test) which is to test whether there is an effect of the
independent variable (X) partially on the dependent variable (Y).

3.3. Coefficient of Determination Analysis

The coefficient of determination (R2) means measuring how far the model's ability to explain variations in the dependent variable is. The small value of R2 means that the ability of the independent variable in explaining the dependent variable is very limited. The value of R2 which is close to 1 means the ability of the independent variable to provide all the information needed to predict the variation of the dependent variable simultaneously.

IV. Result and Discussion

4.1. Validity Test

Validity test is used to measure the validity or validity of a questionnaire. The instrument used in the form of a questionnaire that was tested on 70 respondents Employees at PT. Conwood Indonesia. This validity test is carried out by comparing the values of rount and rtable for each of the existing statement items. If the value of rount > rtable, then the item of the instrument is said to be valid. The method used in testing the validity uses the product moment correlation approach with the provisions of the validity of the instrument if rount > rtable at N= 70. So that the value of r table is 0.274. Validity test results can be seen from the following table:

Table 1. Instrument Validity TestWork Performance Assessment (X1), Experience (X2), Promotion Position (X3) and Performance (Y)

No Question	r-count (X1)	r-count (X2)	r-count (X3)	r-count (Y)	r table
1	0.448	0.578	0.532	0.362	0.274
2	0.456	0.578	0.560	0.443	0.274
3	0.745	0.595	0.615	0.549	0.274
4	0.912	0.785	0.347	0.393	0.274
5	0.456	0.785	0.559	0.444	0.274
6	0.912	0.362	0.557	0.586	0.274
7	0.912	0.785	0.414	0.444	0.274
8	0.601	0.785	0.465	0.601	0.274
9	0.745	0.487	0.409	0.624	0.274
10	0.461	0.479	0.566	0.542	0.274
11	0.446	0.596	0.631	0.350	0.274
12	0.912	0.496	0.553	0.553	0.274
13	0.912	0.754	0.601	0.558	0.274
14	0.610	0.381	0.504	0.495	0.274
15	0.530	0.604	0.508	0.400	0.274

Based on the attachment table 2, the validity test conducted on the variables of job performance appraisal, experience and promotion can be seen that all the statement components in these variables are valid. It can be seen in the table above that the variables have rount > rtable. The above instrument is declared valid because it meets the requirements rount > rtable 0.274 so it can be concluded that the instrument for assessing work performance, experience, promotion, and employee performance can be used for research purposes.

4.2. Reliability Test

The results of the validity test of the Work Performance Assessment (X1), Experience (X2), Job Promotion (X3) and Performance (Y) employee performance on employee performance at PT. Conwood Indonesia can be seen as follows:

Table 2. Instrument Reliability TestWork Performance Assessment (X1), Experience (X2), Promotion Position (X3) and Performance (Y)

r folliouon rosh	1011 (A3)and Ferro	illiance (1)
	Cronbach's	
Variable	<u>Alpha</u>	<u>Description</u>
Work Performance	0.936	Reliable
Assessment		
Experience	0.909	Reliable
Job Promotion	0.862	Reliable
Performance	0.856	Reliable

In table 2 the results of the reliability test for each variable using the Cronbach's Alpha technique, it can be seen that the Cronbach's Alpha value is > 0.6, for the job performance appraisal variable the Cronbach's Alpha value is 0.936, while for the experience variable is 0.909, then promotion is 0.862 and for a performance of 0.856. So, the instruments of the four variables are declared reliable because they meet the requirements of Cronbach's Alpha value > 0.6.

4.3. Data Normality Test

The normality test is intended to determine whether the samples taken in the study are normally distributed or not. The normality test was carried out with the one sample Kolmogorov-Smirnov Test and was said to be normal if the residual value which was normally distributed had a significance probability greater than 0.05.

Table 3. Data Normality Test Normality Test One Sample Kolmogorov Smirnov Test

		Unstandardized
		Residual
N		70
Normal Parameters, b	mean	.0000000
	Std. Deviation	4.50279137
Most Extreme Differences	Absolute	.079
	Positive	.060
	negative	079
Test Statistics		.079
asymp. Sig. (2-tailed)		.200c,d

4.4. Linearity Test

The linearity test was carried out by looking for the regression line equation for the work performance appraisal variable (X1), experience (X2), job promotion (X3), on the productivity variable (Y). Based on the regression line that has been made, then the significance of the regression line coefficient and its linearity is tested by using a test for linearity at a significance level of 0.05. The criterion in the linearity test is that two variables are said to have a linear relationship if their significance (linearity) is more than 0.05.

Table 4. Linearity Test Results Uii

Model Sum of Squares		df Mean Square		F	Sig.	
Regression	2146,216	3	715,405	33,751	.000b	
Residual	1398,984	66	21,197			
Total	3545,200	69				

Based on Table 4 above, it can be seen that Fcount is 33,751 while Ftable is 2.74 which can be seen at = 0.05 (see attachment table F). Significant probability is much smaller than 0.05, i.e. 0.000 < 0.05, so the regression model can be said that in this study, performance appraisal, experience and promotion simultaneously have a positive and significant effect on employee performance.

4.5. Multicollinearity Test

Multicollinearity test is needed to determine whether there are variables that have similarities between independent variables in a regression model. If there is a correlation, it is stated that the regression model has multicollinearity problems. The multicollinearity test was carried out by looking at the tolerance value and the Variance Inflation Factor (VIF) value. If the value of VIF < 10 means that there is no multicollinearity, whereas if the value of VIF> 10 means that there is multicollinearity

Table 5. Multicollinearity Test Results Multicollinearity Test

Model		Unstandardized Coefficients		Standardized Coefficients	Т	Sig.	Collinearity Statistics	
		В	Std. Error	Beta		0	Tolerance	VIF
	(Constant)	11.793	7.231		1,631	0.108		
1	TOTAL_X1	0.426	0.055	0.598	7.728	0	0.999	1,001
	TOTAL_X2	-0.308	0.138	-0.208	-2.226	0.029	0.683	1.464
	TOTAL_X3	0.663	0.109	0.571	6.106	0	0.683	1.464

Based on the results of the multicollinearity test in table 5, it can be said that there is no multicollinearity, because the VIF value is < 10, the work performance assessment (X1) is 1.001, experience (X2) is 1.464 and promotion (X3) is 1.464. So it can be concluded that in this study there was no multicollinearity because the VIF value was < 10.

4.6. Heteroscedasticity Test

The heteroscedasticity test has a purpose as a tester of whether a regression model has an inequality of variance from the residuals from one observation to another observation, if it remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is homoscedasticity or there is no heteroscedasticity. This study was to test the presence or absence of heteroscedasticity using the Glejser test. If the significant value is <0.05, then there is heteroscedasticity, if on the contrary the significant value is > 0.05, then there is no heteroscedasticity.

Table 6. Heteroscedasticity Test Results

		Unstandardized Coefficients		Standardized Coefficients	Tie:	
Model		В	Std. Error	Beta	TSig.	
	(Constant)	1.196	2.421		0.495	0.64
- 40	TOTAL_X1	0.005	0.045	0.009	0.061	0.98
	TOTAL_X2	-0.033	0.055	-0.069	0.595	0.59
	TOTAL_X3	0.07	0.055	0.105	0.9	0.39

Based on the results of the heteroscedasticity test in table 6 above, it can be said that the three independent variables, namely the assessment of achievement (X1), experience (X2), and promotion (X3) have a significance value of more than 0.05 so that it can be concluded that there is no heteroscedasticity problem in regression model in this study.

4.7. Multiple Linear Regression Test Results

To see the regression equation between compensation (X1), organizational culture (X2) and work stress (X3) on productivity (Y) can be seen

Table 7. Results of the Linier Regression Equation

				0 1		
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		В	Std. Error	Beta		
	(Constant)	11.793	7.231		1,631	.108
1	TOTAL_X1	.426	.055	.598	7.728	.000
	TOTAL_X2	308	.138	208	-2.226	.029
	TOTAL_X3	.663	.109	.571	6.106	.000

Based on Table 7, the linear regression equation obtained is Y = 11.793 + 0.426 X1 - 0.308 X2 + 0.663 X3 the meaning of the figures in the equation above are as follows:

- a. The regression coefficient value for the achievement assessment variable is positive, namely 0.426. This can be interpreted that every one increase in the achievement assessment score, it will increase performance by 0.055.
 - b. The value of the experience variable regression coefficient is negative, namely -0.308. This means that for every increase of one unit of experience, performance will decrease by 0.138
 - c. The regression coefficient value for the promotion variable is positive, namely 0.663. This means that every increase in one promotion will increase performance by 0.109.

V. Conclusion

From the results of data analysis and discussion above, several conclusions can be drawn, including: work performance appraisal has a positive and significant effect on the performance of employees of PT. Conwood Indonesia. By paying attention to employee performance through performance appraisal, it will create superior employees who can help achieve company goals. Experience has a negative and insignificant effect on the performance of employees of PT. Conwood Indonesia. Promotion has a positive and significant effect on the performance of employees of PT. Conwood Indonesia, to provide opportunities for promotions to fill vacancies in existing positions in the company, so that employees do not hold multiple jobs in different divisions. So that employees can focus on the work that is their main task.

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