

The Influence of Work Experience and Training on the Performance of Ministry of Justice Employees' Dili, Timor-Leste.

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Abstract. This research concerns employees of the Ministry of Justice, Dili, Timor-Leste. The aim of this research is for researchers to examine the effect of work experience and training on work performance. With the population in this study being employees who work at the Ministry of Justice, with the number of employees who were respondents in this study totaling 85 people, the researcher used probability sampling with the Census technique, namely a population of 85 people was used as the respondent sample. The variables used are three (3) variables. Multiple linear regression analysis ($Y = a + b_1X_1 + b_2X_2 + e$) was used for analysis. The research results show that there is a positive and significant influence (sig) on the variables Work Experience, Training, Influence on Job Performance at the Ministry of Justice Dili Timor-Leste. So the results of this research are as follows: $Y = 3.934 + 0.400 X_1 + 0.429 X_2 + e$. Beta value 1 (b_1) = 0.400 is the regression coefficient for Work Experience (X_1), meaning that every change in the Ministry of Justice and an increase in work performance (Y) by an amount of 0.400 or 40.0% means that the Training variable (X_2) is constant. beta value 2 (b_2) = 0.429 is the regression coefficient for the Training variable (X_2) meaning that there is a change in work performance at the Ministry of Justice. and an increase in work performance (Y) of 0.429 or 42.9%, and the value of e (Error) = Distraction error (the term disturbance) is 1.242, meaning the value of other variables that are not included in the formulation of this linear regression equation.

Keywords: *Work Experience, Training, Work Performance.*

INTRODUCTION

A competitive era because currently all institutions must have good experience, capacity, skills, and knowledge to carry out their duties properly and correctly so that institutions can develop their resources, both at the technological and initiative levels. The institution will run according to plan. If an institution wants to manage, develop, and maintain the best resources, then the institution must have staff who have experience, knowledge, and skills, including independent efforts to manage the institution well and optimally in order to improve staff performance. The institution will continue to strive to implement management, while also trying to improve the performance of its resources, so that the goals of the institution can be achieved according to plan, so that it is successful and good for the internal institution.

Human resources in an organization play an active and dominant role in

organizational activities, because human resources are planners, drivers, and determinants of the progress of organizational goals. Human resources are an important factor because they have creativity, skills, experience, and decision-making for organizational development. Employee performance is the level of achievement or performance results of a person that must be achieved or that must be implemented according to their respective responsibilities, within a certain period of time. Employee performance is the result of good employee work in terms of quality and quantity that an employee wants to achieve in carrying out the functions and responsibilities received in all agencies. They want their employees to have good work performance. Employee performance at the Ministry of Law and Human Rights is the result or success obtained by employees within the Ministry of Law and Human Rights, to obtain general work performance or achievement

through an evaluation process, this process is a method or instrument used to assess or see and measure employee performance and employee attitudes. Employee performance is the result of work achieved by (the Ministry of Law) through employee assessments at agencies such as the Ministry of Law with the aim of obtaining employee performance assessments that are inseparable from the concept of optimal employee development at the Ministry of Law. Therefore, the phenomenon in an institution is about employee work experience in the office and in the field, such as working together in one institution will work together in different work environments.

Experience is a process of providing knowledge about employee performance so that they can work well and orderly and be loyal to their work in the organization. The purpose of this experience is to encourage effective employee performance and good cooperation stability. The work experience of employees of the Ministry of Justice is like being mastered and known by someone as a result of actions or services carried out by that person within a certain period of time. With work experience, employees at the Ministry of Justice can provide good work experience and be an example for employees who have just entered the agency, so as to improve employee performance related to work experience, namely by providing training to employees. Based on the results of initial observations and surveys, the work experience of employees of the Ministry of Justice (MJ) is not optimal, therefore researchers found a training phenomenon in the field such as working together in a team that lacks cohesion.

Training of employees at the Ministry of Justice who have good job knowledge also requires employees to take training in organizations that already know about the jobs mentioned in the organization that require these human resources. Employee training is one of the requirements that can provide training to

work in an agency that has relevant human resources to be recognized through training, so that employees have or have high work performance, can achieve organizational goals effectively and efficiently but related to employee training. in the agency. Based on the results of initial observations and surveys, employee training facilities at the Ministry of Law and Human Rights are not optimal. The Ministry of Law and Human Rights has a strategy in implementing employee performance improvement activities. The strategy does not discuss the implementation of training programs to maintain the sustainability and development of the agency. The training carried out at the Ministry of Law and Human Rights has not been carried out properly because officials do not participate in training. From the data obtained by the researcher, training is mandatory but many officials will not participate in training, because many do not know the benefits of the practice. This can affect competence and have an impact on decreasing employee performance.

Based on the phenomena that occur at the Ministry of Law and Human Rights, to improve the performance of its employees, the agency needs to provide good training, through the development of the era and technology, so that the agency can obtain more competent human resources in carrying out their responsibilities and have good work performance, and in accordance with the objectives of the institution, in this study it is important to conduct further research. Based on the above conditions, to motivate researchers interested in conducting research with the title "**The Influence of Work Experience and Training on the Performance of Employees of the Ministry of Law and Human Rights in 2022**"

REVIEW AND LITERATURE

Definition and Indicators of Work Experience According to scholar Wungow Raymond (2018), work experience is the

knowledge, skills and capacity that employees have to accept work responsibilities. Experience is a learning process that influences changes in a person's behavior. According to the scholar Mamangkey, (2015), experience is the process of learning and developing behavioral potential from formal and non-formal education or can be interpreted as a process that leads a person to high standards of behavioral thinking. learning also includes relatively accurate changes in behavior that result from experience, understanding, and practice.

According to scholar Wungow Raymond (2018) states that indicators of work experience are as follows:

1. Length of time/period of service.
A measure of time or period of work during which someone is able to understand a job and carry it out well.
2. Level of knowledge and competency
Knowledge refers to concepts, principles, procedures, policies or other information that employees need.
3. Commitment
4. Luck of Knowledge
also includes the ability to understand and apply information to employees
5. Mastery of services and equipment

Central level in implementing technical aspects of performance According to the scholar Marwansyah in Wariati (2015), work experience is the knowledge, skills and capacity that employees have to accept work responsibilities. Experience is a learning process that influences changes in a person's behavior. Experience is a process of learning and developing behavioral potential from formal and non-formal education or can be interpreted as a process that leads someone to a higher standard of behavior. learning also includes relatively accurate changes in behavior that result

from experience, understanding, and practice.

Definition **Training** According to scholar Harry Trijanuar (2016), training is a systematic process for changing personal behavior to achieve organizational goals. This training is related to the skills and abilities of employees in carrying out their current work. Training is carried out to increase capacity and knowledge systematically, so that they can have professional performance in their field. Training is a learning process that enables employees to provide services. According to the scholar Hermanto. (2005) stated that training is an activity to increase the capacity of a service related to that activity ekonómika treinamentu nian hodi tulun funsionáriu ida komprende koñesimentu ne'ebé mak organizasaun presiza iha esforsu atu atinje sira nia objetivu. According to scholar Harry Trijanuar (2016), training indicators are as follows:

- 1) Capacity
Based on the capacity analysis of the training program that has been carried out, it is necessary to improve employee performance and work ethic at lower and middle levels.
- 2) Knowledge
This knowledge should provide concrete and measurable steps, therefore there are skills that will be realized with the aim of improving service skills so that participants can achieve their best performance and increase understanding of work ethic.
- 3) Transfer training
Training can take the form of: management, governance, work psychology, work communication, work discipline and ethics, work leadership and work reporting
- 4) Participants

Training methods with participatory techniques, such as group discussions, conferences, simulations (demonstrations) and games, are carried out in class, tests, teamwork and comparative studies (comparative studies).

5) Structure Qualification

Factors Affecting Work Experience.

According to scholars Handoko and Basari (2012), the factors that influence work experience are as follows:

- 1) Personal background, including education, courses, training, employment. To show what someone is doing at the same time.

Main Objectives of Training

According to experts Carrel and Salinding (2011:15) put forward eight (8) main objectives of this training program as follows:

- 1) Improved performance
- 2) Increased work ability
- 3) Don't manage better.
- 4) New employee orientation.

Factors Affecting Training

According to scholar Rivai (2011) said that the factors that influence training are:

- 1) Initial introductions to newly recruited employees are often misunderstood
- 2) Changes in the work environment and workforce. These changes include changes in technological processes such as the emergence of new technology or the emergence of new work methods. Changes in the world of work are increasingly based on differences in background, values and attitudes, so training is needed to adjust attitudes and behavior at work.

Defining Job Performance

According to the scholar Sunyoto (2012), it is said that service performance is a result achieved through community efforts in carrying out services until

Qualifications of the Palace Trainer Structure who will provide training material must meet qualification requirements, including: having skills related to the training material, having the capacity to increase motivation and using participatory methods.

- 2) Talents and interests, making estimates of interests and capacities or a capacity.
- 3) Attitudes and attitudes need to assume responsibility and authority.
- 4) Analytical and manipulative learning skills and analytical skills. Engineering skills and abilities, to assess proficiency in the technical aspects of the job.
- 5) Preparation for successful promotion and management.
- 6) Increased satisfaction of personal development needs
- 7) If a business entity provides training to employees, it is necessary to explain first what the objectives of the training are.
- 3) Increasing company competitiveness. Currently, institutional competition does not only depend on assets in the form of capital, but also human resources which are the most important element for increasing competitiveness because human resources really determine competitiveness in the long term.
- 4) Adjustment to existing regulations, for example the performance standards of industry associations and the government, to guarantee production quality or occupational safety and health

completion. Service performance comes from real work performance or the actual performance of real service delivery achieved by personnel. Service performance shows the capacity of

employees in service tasks to be able to assume responsibility, or service results. According to scholar Mathis (2006), the term service comes from the words real performance (service performance or achievement that is actually achieved by something).) after that According to Porter and Lei in Wibowo (2009: 100), performance is a function of the desire to create a clear understanding of what to do and how to do it. This theory was put forward by a scholar named Syafaruddin (2001: 179) who emphasized that performance is a process through employee activities and the results obtained are in **Factors that influence employee performance**

According to scholar Zaenal Arifin (2012), the factors that influence service performance are as follows:

1. Factors, employee psychological capacity (abilities) consist of potential abilities and actual abilities.
2. Performance factors, namely factors that are formed through employee

Job Performance Indicators

Performance is the result of work carried out by employees or real behavior shown in accordance with their role in the organization, Senda Yunita Leathermia (2018)

Research Structure

In the conceptual paradigm, the writing will present a paradigm in the form of a theory between research variables.

accordance with the organization's desired goals. In agreement with the experts above, they conclude that performance is a process of how to work correctly with quality and quantity results as a contribution to an organization or government institution according to its objectives.

Based on the fundamental theory above, it is an important source for strengthening the training process so that there is a good understanding between employees and leaders to carry out their professional service functions according to the duties regulated in the organization's legal procedures.

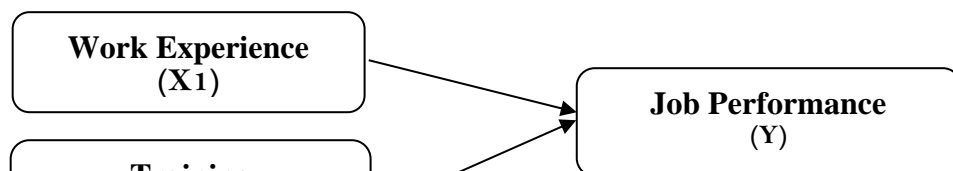
attitudes to ensure the performance of service situations as a condition that can motivate employees to carry out services to achieve service goals.

3. Mental attitude as a condition that can encourage someone to try to achieve in order to maximize their service potential.

- 1) Quality of Service
- 2) Quantity of Work
- 3) Punctuality
- 4) Capacity to complete the job
- 5) Commitment.

According to Sugyono (2013: 88), research design is a theoretical concept model of various factors that have been identified as an important problem.

Image of the Current Research Paradigm



RESEARCH METHOD

The method used in conducting this research is a quantitative descriptive method. According to Bogda and Taylor

(1975:5), quantitative descriptive, namely primary data sources and secondary data, is various literature which describes only things related to the

problems that have been mentioned. The data used in the research are primary and population data. is 85, the sample uses probability sampling and the sampling

Processing Search Results

Data Quality Testing

The analysis technique shows the processing and discussion methods that

Table Validity Test Results

No.	Variables & Indicator	Corrected Item-total Correlation	Standard Valid	Justification
1	Work Experience (X1)			
	Time Duration (X1.1)	0.610	0.30	Valid
	Knowledge Level (X1.2)	0.772	0.30	Valid
	Committed (X1.3)	0.465	0.30	Valid
	Lack of Knowledge (X1.4)	0.412	0.30	Valid
	Work Equipment (X1.5)	0.631	0.30	Valid
2	Training (X2)			
	Capacity (X2.1)	0.764	0.30	Valid
	Knowledge (X2.2)	0.732	0.30	Valid
	Displacement (X2.3)	0.774	0.30	Valid
	Participants (X2.4)	0.434	0.30	Valid
	Structural Qualification (X2.5)	0.612	0.30	Valid
3	Work Performance (Y)			
	Service Quality (Y1)	0.564	0.30	Valid
	Job Quantity (Y2)	0.579	0.30	Valid
	Timeliness (Y3)	0.528	0.30	Valid
	Capacity (Y4)	0.581	0.30	Valid
	Commitment (Y5)	0.595	0.30	Valid

Source Questionnaire processamentu, 2022

From the validity test results table above via SPSS 21, it can be seen that all the indicators used to measure the variables used in this research, namely indicators 1 - 5 from the Work Experience variable (X1), indicators 1 - 5 from the Training Variable

Teste Reliability

Reliability is a tool used because it measures the questionnaire as an indicator of a variable. According to Ferdinand (2006:43) an instrument and the data obtained are called reliable or trustworthy if the instrument is consistent with the results as if they were sometimes measured with a questionnaire. There is a way to test the reliability of the questionnaire in this

technique used is the Census and namely a total of 85 respondents from (*Source Minister of Justice, 2022*).

have been achieved. Analytical techniques are used to answer this research Problem.

(X2), and Indicators 1 – 5 of the Job Performance (Y) variable, means that the Corrected Item-total Correlation value is greater than the validity standard ≥ 0.30 . Therefore, the conclusions obtained from the three variable statements are valid. research by using the Cronbach's Alpha coefficient formula of 0.60, as follows;

1. If the alpha coefficient result is \geq standard significance of 60% or 0.6 then the questionnaire is reliable.
2. If the alpha coefficient result is \leq standard significance of 60 % or 0.6 then the questionnaire is not reliable.

Table Results Teste Reliability

Variabel	Cronbach's Alpha	Standard Reliability	Justification
Work experience (X1)	0.794	0.60	Reliable
Training (X2)	0.847	0.60	Reliable
Service performance (Y)	0.785	0.60	Reliable

Source Questionnaire processamentu, 2022

From Table 4.6, the results of the Reliability test from SPSS 21 show that the work experience variable (X1), training variable (X2), and work performance variable (Y) show that Cronbach's Alpha results have a value greater than the **Test Multicollinearity**

The multicollinearity test shows that there is a linear relationship between the independent variables. The roots of multicollinearity in this research will use the late inflation factor (VIF) value obtained from the root hypothesis. The criteria for

Tabela Results Test Multicollinearity

Variabel	Tolerance	VIF	Justification
Work experience (X1)	0.632	1.582	Multicollinear free
Training (X2)	0.632	1.582	Multicollinear free

Source Questionnaire processamentu, 2022

Based on the SPSS 21 output results from the Coefficientsa table, it is interpreted that the criteria for passing the multicollinearity test that have been achieved by the independent variables are the tolerance value not exceeding 1, which is 0.632 and **Test Heterodacticity**

This test tries to run and analyze the age inequality regression model from one observation to another, we can see this in the graph between the predicate value of the

Test Normality

The normality test aims to test the regression model between the dependent variable and two independent variables with a normal distribution or can be seen using a normal scatterplot and histogram given to the type of distribution that has

Test Autocorrelation

Reliability standard ≥ 0.60 . Thus, it can be said that the concept of measuring each questionnaire variable is in the reliable category, meaning that the questionnaire used in this research is in the reliable and reliable category.

multicoloniality are a VIF value greater than 10 and a tolerance of less than 0.10, which means there are problems related to multicollinearity (Imam Ghazali, 2012: 106).

the VIF (Variance Inflation Factor) value which does not exceed 10 is 1.582. It can be concluded that the independent variable used in this research has a low correlation between the independent variable and other independent variables

dependent variable (ZPRED) and the residual value (SRESID). From the catterplot graph, it can be seen at the point where the (random) report can be above and below the number 0 with the symbol Y.

improved, this shows that on this graph Dan is normal. From the normal P-Plot graph below it can be seen that; the distribution of points can follow a diagonal line, so it can be concluded that the P-Plot graph is normal.

The autocorrelation test aims to test whether in the linear regression model there

is a correlation between confusion errors in period T and confusion errors in period T-1 (previously). If there is correlation, it is called an autocorrelation problem. Autocorrelation is also caused by the observation that time periods are interconnected.

1. A DW number below -2 means positive autocorrelation.
2. A D-W number between -2 to +2 means there is no autocorrelation
3. A D-W number above +2 means negative autocorrelation occurs.

Table Model Summary^b

Model	Durbin-Watson
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1	1.739
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Based on the Spss 21 output results in the model summary table, the Durbin-Watson value of +2 and above means negative autocorrelation occurs.

analysis of work experience as the independent variable (X1) and training as the independent variable (X2) on the work performance variable as the dependent variable (Y). Thus, the analysis carried out obtained the following results.

Multiple Linear Regression

Multiple linear regression tests were carried out to determine the results of the

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	3.934	1.242		3.167	0.002
1 Work experience (X1)	0.400	0.064	0.445	6.220	0.000
Training (X2)	0.429	0.060	0.510	7.123	0.000

a. *Dependent Variable: Dezempenu Servisu* (Change in work experience matters at the Ministry of Justice can increase work performance (Y) with a value of 0.400 or 40.0%, with the answer being training consistency (X2).

Based on the multiple linear regression equation $y = a + b_1x_1 + b_2x_2 + e$, the results of multiple linear regression are obtained as follows

$b_2 = 0.429$ as the training regression coefficient (X2) meaning that every change in training matters at the Ministry of Justice can increase service performance (Y) with a value of 0.429 or 42.9%, with the answer being consistency of service experience (X1).

$Y = 3.934 + 0.400 X_1 + 0.429 X_2 + 1.242$
 $a = 3.934$ means work performance at the Ministry of Justice, before the influence of work experience and training has a value of 3.934.

$b_1 = 0.400$ as a regression coefficient for work experience (X1), meaning that every

Coefficient of determination (R²)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.857 ^a	0.734	0.728	1.218

a. Servant. Predictors: (Constant), Training, Work Experience

b. Dependent Variable: Job Performance

Based on the results of calculations using SPSS version 21.0, it is known that R is 0.857 or 85.7%. This means that the

relationship between work experience variables (X1) and training variables (X2) on work performance (Y) has a strong

relationship, and the contribution (Adjusted R square) of work experience variables (X1) and training variables (X2) on service performance (Y) with a value of 0.728 or 72.8%, meaning that service performance (Y) can be explained by the variables work

Hypothesis Testing of the Effect of Work Experience Variables on Job Performance

From the SPSS output results, it shows that the statistical value of the Work Experience variable has a statistical value of 6.220 > Table 1.989 with a total significance level of 0.000 < 0.05. Thus, it can be concluded that work experience has

Testing the Effect of Training Variables (X2) on Job Performance (Y).

The SPSS output results show that the statistical value of the Price variable obtained a value of 7.123 > Table 2.034 with a total significance level of 0.000 < 0.05. Thus it can be concluded that the Training variable has a positive and significant influence on Service

CONCLUSION

Based on the results of the analysis in Chapter four (IV) above, the researcher concludes as follows. Based on the results of testing the first hypothesis, it is concluded that the work experience variable has a positive and significant

RECOMMENDATION

1. Go to the Ministry of Justice
Requesting to continue developing training for officials as an instrument for the quality of service of the Ministry of Justice institution itself to carry out services with good skills.

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experience (X1) and training (X2). and the remaining value (100% - 72.8%) = 27.2% means that there is influence from other variables that cannot be identified in this research such as Attention, Environment and others.

a positive and significant influence on work performance. The results of processing the results obtained conclude that the null hypothesis is not accepted and the alternative hypothesis (Ha) is accepted, because the statistical value is in the acceptance area, which means that the higher the work experience, the higher the performance. can.

Performance. The results of processing the results obtained conclude that the null hypothesis (Ho) is not accepted and the alternative hypothesis (Ha) is accepted, because the statistical value is in the acceptance area, which means that training increases higher, so service performance can increase.

influence on work performance. This means that the higher the work experience, the more work performance will increase. And training has a significant influence on work performance. This means that training can make a difference in job performance.

2. How to do further research

To be able to carry out research with other variables outside of these variables to get new results or new information of various types.

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