

The Effect of Work Experience, Leader Supervision, and Integrity on Employee Work Achievement at the Office of the Ministry of Religion, Sungai Penuh City

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Abstract: *The purpose of this study was to analyze the effect of the variables of work experience, leader supervision, and integrity on employee performance at the Office of the Ministry of Religion of Sungai Penuh City. This study used associative quantitative approach. The location of this research was set at The Office of the Ministry of Religion of Sungai Penuh City. The population in this study were all employees at the Office of the Ministry of Religion of Sungai Penuh City, both civil servants and voluntary workers who were directly related to this research, amounting to 71 people. The sample of this study amounted to 70 people who were determined using a proportional stratified random sampling technique. The data analysis technique used in this study was multiple linear regression analysis to find the effect of variable x_1 x_2 and x_3 on variable Y . The results of this study indicated the influence of work experience, leadership supervision, and integrity, simultaneously on employee work achievement significantly in the Office of the Ministry of Religion. Sungai Penuh City. The significance value of the influence of work experience, supervision, and integrity on employee work achievement was 0.000 and the influence of this independent variable on employee work achievement is equal to 82.1%. Based on the findings of this study, it is highly recommended so that the leadership at the Office of the Ministry of Religion of Sungai Penuh City could provide supervision, foster integrity, and consider work experience so that the work achievement of employees at the Office of the Ministry of Religion of Sungai Penuh City can be maximized.*

Keywords: Work experience, leader supervision, integrity, work achievement

1. Introduction

The Office of the Ministry of Religion of Sungai Penuh City, Jambi Province carried out the duties and functions of the Ministry of Religion in implementing the mandate of the office of the Ministry of Religion of Sungai Penuh City, formulating and establishing the vision, mission, and technical policies in the field of services and guidance of Islamic Religion to the people of Sungai Penuh City. In carrying out the mission of the vision The Office of the Ministry of Religion of Sungai Penuh City implemented the Program in line with the implementation of restructuring of the Central Ministry of Religion.

The continuity of an organization cannot be separated from employee experience, leadership supervision, and integrity. Achievement is basically what employees do or don't do. Work achievement will affect how much they contribute to the organization which includes quantity

and quality of service, duration, and cooperative attitude in the organization, a result obtained from the activities carried out which can be seen from the increase in the level of a person's status in the organization where they work. More achievements can be achieved if someone uses a regular work pattern, integrity and concentration, as well as experience. A person's experience in the work in question is that the work to be faced has been carried out with a centered mind on his work to the exclusion of other things that are not related to the work. With good supervision, work performance, and an adequate level of education, the assigned tasks can be carried out properly. Work integrity is a person's main capital to enter a certain field. In addition to work experience, supervisory leadership of integrity also affects employee achievement (Frensisca, 2016). Experience, supervision, and integrity as where employees work can affect work achievement. As an employee's tenure increases, the work achievement he gets will increase. This can help employees in improving their performance. This is stated by Muhammad (2014) that work achievement is one of the elements of personal factors to achieve agency targets.

The Ministry of Religion of Sungai Penuh City is located at Simpang Tiga Rawang, Hamparan Rawang District, Sungai Penuh City. From the results of the initial observation of the study on November 28, 2020, there was a phenomenon of a decrease in employee work achievement. This, among other things, may be caused by the following: (1) The length of time/period of work is relatively new. (2) Low mastery of the work and equipment used. (3) several work units are often late in completing their work. (4) Staff skills are still low. (5) Some employees who often do not enter the office.

This is supported by the results of an interview with the Head of the Ministry of Religion of Sungai Penuh City who said that currently many new honorary employees have entered and only worked about 3 months ago. Then the researcher interviewed 2 honorary employees with the initials FP and KM. They stated that there were employees who were elderly who should not be placed in the technology field so that their work was less than optimal. Regarding work achievement, the author interviewed 1 security guard at the office with the results of the interview stating that there were employees who went to the office only to be absent and then returned home or wandered around the office even though they were working, due to lack of supervision from the leadership.

This study seeks to further reveal some of the effects on employee work achievement. Thus, the questions posed in this study are: Are there any The Influence of Work Experience, Leader Supervision and Integrity on Employee Work Achievement at the Office of the Ministry of Religion of Sungai Penuh City.

This study uses associative quantitative research methods. The quantitative approach is used to explain phenomena by using numerical data, then analyzed. The location of this research is set at The Office of the Ministry of Religion of Sungai Penuh City. The population in this study were all employees at the Office of the Ministry of Religion of Sungai Penuh City, both Civil Servants (PNS) and Voluntary Workers (TKS) who were directly related to this research, amounting to 71 people. The sample of this study amounted to 70 people. In addition to conducting observations and interviews, researchers also obtained data taken from the Office of the Ministry of Religion of Sungai Penuh City. There are several problems with employee work achievement at the office of the ministry of religion in Sungai Penuh City. It can be said that there are still targets that have not been fully realized.

2. Literature Review

In this study, several theoretical concepts will be used by researchers as a guide. The first concept is a concept that discusses work achievement briefly. The concept of work achievement will explain how good work achievement is and what factors affect work achievement. Then the next concept is the concept of work experience, leadership supervision, and integrity. These concepts will be used by researchers as concepts that have an influence on work achievement, especially those related to work performed at the Office of the Ministry of Religion of Sungai Penuh City.

As an employee's tenure increases, the work experience he gains will increase. This can help employees in improving their performance. This is stated by Armstrong and Baron in Wibowo (2017:100) that work experience is one element of personal factors that affect his performance in the office. Likewise for the results our and Anbazhagan research (2014) concludes that increasing work experience will further improve work achievement. Foster (2018) : Effective supervision requires a high level of leadership including moral formation, developing cooperation, the ability to instill discipline, and regarding human nature to enforce supervision.

In other words, supervision that is carried out regularly will produce work achievement and effective work discipline and is a motivation in achieving goals. In addition, the supervision carried out will support the successful implementation of organizational tasks to achieve the expected productivity, because, through supervision, employees can work with full discipline in complying with established regulations or provisions, the better the work achievement of employees at work. Similarly, the results of research by Ayu and Made (2014) conclude that the increase in the supervision of superiors or leaders, work will further improve work achievement.

In organizational life, there is integrity, Ida Nithya, Medhiantari & Made Yuniati (2014). states that the relationship between integrity and supervision is one aspect that affects work achievement. Malthis and Jackson (2016) the results of his research conclude that integrity has a significant effect on work achievement. Employees must be obedient and obedient to applicable regulations and be able to control themselves. Syamsir and Muhamad Ali Embi (2020) define integrity as conformity between heart, speech, and action. Integrity can also be defined as the ability to always hold fast to moral principles and refuse to change them even though the conditions and situations faced are very difficult, as well as many challenges that seek to weaken the moral and ethical principles that they hold fast.

With work integrity, it is hoped that various irregularities and violations can be avoided as little as possible. Regulations on integrity that are per the conditions of both the agency and the work need to be made, if there are actors who do not or lack integrity, they need to be sanctioned. The sanctions can vary light, moderate, or even severe according to the degree of wrongdoing. It was found that the results of research by Rosmi and Syamsir (2020) showed that integrity greatly influences performance, thereby increasing achievement.

Ranupandojo (2014) explains that work achievement is something that is done with integrity produced by a person or group of people. Hasibuan (2018) argues that work achievement is work achieved by a person in carrying out the tasks assigned to him based on skills, experience, and good supervision. Work achievement also cannot be separated from good supervision with the quality and quantity of work achieved by an employee in carrying out his duties per the responsibilities given to him (Sastrohadiwiryo, 2019).

3. Discussion and Conclusion

In the previous problem formulation in the introduction section. It was explained that this research wanted to know there is any influence of work experience, leadership supervision, and integrity on employee work achievement at the Office of the Ministry of Religion of Sungai Penuh City. The results of the processed data in this study are shown in table 1 below:

Table 1: Influence of Leader Supervision, Work Experience, and Integrity of Work Achievement in the Office of the Ministry Religion of Sungai Penuh City

Variable	R	R Square	Adjusted R Square	Sig.
Work Experience (X1) on Work Achievement (Y)	.927 ^a	.858	.856	.000b
Leadership Supervision (X2) on Work Achievement (Y)	.664a	.441	.433	.000b
Integrity (X3) on Work Achievement (Y)	.860a	.739	.735	.000b
Work Experience (X1) Leader Supervision (X2), and Integrity (X3) on Work Achievement (Y)	.906a	.821	.813	.000b

Source: Processed data from researchers 2021

From table 1 above, it can be understood that work experience, leadership supervision, and integrity simultaneously have a positive and significant influence on work achievement variables. This is evidenced from the results of data processing using SPSS 25 software, that the significance value of the variables of work achievement, leadership supervision, and integrity on employee achievement is $0.000 < 0.05$. Based on these results, it can be understood that the variables of work experience, leadership supervision, and integrity together (simultaneously) have a significant influence on the work achievement variable with a level of confidence reaching 100%, with a large influence of 81.3%. These results indicate that the influence given by the variables of work experience, leadership supervision, and integrity on employee achievement is 81.3%.

Furthermore, partially, there is a significant effect of work experience on work performed at the Office of the Ministry of Religion of Sungai Penuh City, with a significance value of 0.000 and the magnitude of the effect of work experience on employee work achievement is equal to 85.6%. In addition, partially there is a significant influence of leadership supervision on employee achievement at the Office of the Ministry of Religion of Sungai Penuh City, with a significance value of 0.000 and the magnitude of the influence of leadership supervision on employee achievement is equal to 43.3% while the effect of partial integrity on employee achievement is 0.000 and the magnitude of the influence of integrity on employee achievement is 73.5%.

Based on previous researchers, the work experience variable has a positive influence on work achievement. As shown in the results of previous researchers, the work experience variable is the employee's work achievement variable. Good work experience will show an influence on employee achievement, good work experience can spur employees to high achievement. This is in line with the results of Yurasti and Mahdona's research. (2017) found that work experience can affect work achievement.

In addition, to improve work achievement, the leadership must also carry out regular supervision. Supervision, it will encourage an employee to carry out an activity using all his abilities to achieve goals. An employee will exert all his abilities to carry out his duties, Rahmawati Iskhak (2015) has proven that supervision carried out regularly will result in work achievement. In addition, supervision and integrity at work can also support the successful

implementation of organizational tasks to achieve the expected productivity, because, through good leadership supervision and integrity at work, employees can work with full responsibility in complying with established regulations or provisions, the better the achievement of the employees at work. (Yuniarsi Tjutju & Suwatno, 2018) the results of this study are also in line with research conducted by Karapinar (2015) which states that integrity is significantly correlated with work achievement. The results of research conducted by Awaluddin (2016) also prove that supervision and work experience have a positive and significant effect on work achievement. From these results, it can be concluded that the variables of supervision, experience, and integrity affect work achievement variables. The results of research conducted by Awaluddin (2016) also prove that supervision and work experience have a positive and significant effect on work achievement. From these results, it can be concluded that the variables of supervision, experience, and integrity affect work achievement variables. The results of research conducted by Awaluddin (2016) also prove that supervision and work experience have a positive and significant effect on work achievement. From these results, it can be concluded that the variables of supervision, experience, and integrity affect work achievement variables.

The integrity of the leadership also has a significant influence on work achievement, in other words, to get good employee achievement at the Office of the Ministry of Religion of Sungai Penuh City, it is necessary to improve and foster good employee integrity. The findings in this study are also per and strengthen the theory put forward by Rahmawati and Siti Masruroh (2020). Integrity is also related to achievement, achievement of good results achieved by often upholding honesty and other moral values.

The results of this study proved that work experience, leadership supervision, integrity affect work achievement. Along with the increase in the working period of an employee, the work achievement he gets will increase. This can help employees in improving work achievement. Experience, leader supervision, and work integrity are elements of personal factors that affect achievement. Good work experience will show the effect of work performed on employees. Good work experience can spur employees to achieve high performance or work achievement. The results of research conducted by previous researchers, prove that integrity has a positive and significant effect on work achievement. From these results, it can be concluded that the variables of experience, supervision, and integrity can affect work achievement variables.

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