

Management Of Human Resources In Small Industry In Bandung District (Case Study Of Husna Hijab Bandung)

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Abstrak

Human resources in a company is a valuable asset because it can affect the existence of an organization in the future. Each company has different management rules in creating good performance for its human resources. Good performance management will create high performance productivity in the organization. There are many factors that affect employee performance, including educational background and experience. Researchers formulate the problem on the impact of human resource management with the aim of measuring performance. This study aims to find out how human resource management affects employee performance. The research method used is descriptive quantitative which describes the data obtained from Husna Hijab Bandung. The results of the analysis show that the factors that influence performance,, effectiveness and independence.

Kata Kunci: Educational background, experience, performance.

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INTRODUCTION

The current global economic development requires the business world to maintain its business continuity. Business continuity is also inseparable from competition which is a negative impact of global competition which is indicated by more import activities than exports, which of course will threaten the local industry. Seeing the current global situation, the small industrial sector has the opportunity to improve the Indonesian economy, with the use of today's modern technology. Changes in the business environment in today's business world are a result of developments in the global economy, one of which is an increase in employee performance. This increase in performance cannot be separated from human resource management. Human resources are one of the crucial factors besides assets and capital. To achieve the desired goals, human resources must be managed properly. It is not something that is cheap to achieve good performance, because in reality there are still many employees who have not mastered the skills and expertise at work. The work experience factor is one of the causes. The basic capital of an employee for the future is work experience. To improve employee performance, work experience is one of the keys. To judge whether a person has work experience or not can be seen from the results given when he is working (Pusparani, 2021). The current phenomenon is that

employees who do not have work experience require patience and time to be able to adapt to their work. According to (Edy, 2009) work experience is the length of time an employee works in a workplace starting from being accepted to the present. A person's educational background is another problem that arises in the business world. Mindset, attitudes and behavior possessed by a person is influenced by the educational background they have. According to (Rousseau, 2003) Education is the provision of knowledge and skills to individuals that can be used later when they become adults where individuals must be responsible for their own behavior. (Horne, 1932) argues that education must be seen as a process of reciprocal adjustment of human beings to the natural surroundings, to fellow human beings and to the highest character and the cosmos. Husna Hijab Bandung is an MSME that produces instant hijabs located in the area of Cikancung Village, Cicalengka, Bandung Regency. This business was founded by Mr. Yusuf Sumpena since 2005 until now. This study refers to research (Astuti, ND, Djaelani, AK, Rahmn, 2016) entitled The Influence of Work Experience, Work Discipline and Job Satisfaction on Employee Performance at CV Tirta Lamongan Cup, which from the results of this study indicate that the variables of work experience, work discipline and job satisfaction simultaneously influence performance. Research (Sari et al., nd) entitled The Effect of Educational Background and Leadership on Employee Performance at PT BPRS ADECO Langsa City from the results of this study it was found that the Educational Background variable had a positive and insignificant effect on employee performance at PT. BPRS Adeco Langsa City (with a tcount value of 2.005 and a sig value of 0.055). Research from (Sitompul & Simamora, 2021) entitled The Effect Of Workload, Work Experience, And Compensation On Employee Performance.

This study aims to explain how the Management of Human Resources (Work Experience, Educational Background,) on the performance of Husna Hijab Bandung employees.

1.1. Educational background

The quality of human resources will be largely determined by educational background, therefore educational background is something that is very important to note. The higher a person's education, the higher the quality of the resources he has. (Hasbullah, 2009) states that education is often interpreted as a human effort to foster his personality in accordance with existing cultural and societal values. So that the education we receive will form a better human person. The educational background that a person has is basically a business that has good productivity. The higher a person's educational background will have a good impact on the company, because someone with higher education will contribute or better performance in the company. According to (Liza, 2013), education level indicators are: (1) Formal Education: education obtained at school (2) non-formal education: training or training that has been attended by workers. (Lestari, 2011) explains the dimensions and indicators of the level of education include (1) the dimension of formal education with the indicator being the last education completed by each worker which includes elementary, junior high, high school and tertiary institutions (2) the dimension of informal education using the indicators of behavior and personality formed from family and environment. training or training that workers have attended. (Lestari, 2011) explains the dimensions and indicators of the level of education include (1) the dimension of formal education with the indicator being the last education completed by each worker which

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Work experience

Someone with work experience is shown by the types of work that has been done in question and provides opportunities to do better work. The more work experience a person has, the more skilled and adept a person will be in doing his job and the pattern of thinking and attitude will be better to achieve the goals set. According to (Rolos et al., 2018) work experience is a measure of the length of time or working period that a person has taken in understanding the tasks of a job and has carried them out well. According to (Sedarmayanti, 2009) work experience has the following indicators:

1. Length of time/working period: the span of time or working period that has been taken by someone, to understand the tasks and be able to do the job well
2. Level of knowledge and skills possessed
3. Mastery of work and equipment: the level of one's mastery in carrying out technical aspects of equipment and work techniques in carrying out work with experience

Performance

Human resources are the most important resource in an organization, namely people who provide their energy, talent, creativity and effort to the organization (Handoko, 2003). The company's performance will be expected to increase if the employee's performance is good, the goals set by the company will be achieved. A company needs to conduct a performance appraisal on its employees. Performance appraisal plays a very important role in increasing motivation at work. The assessment is expected to provide an accurate description of work performance. Kusriyanto in (Mangkunegara, 2005) defines performance as a comparison of the results achieved with the participation of labor per unit of time (usually per hour). (Robbins,

METHOD

This research uses the Comparative Descriptive method, namely to obtain answers related to cause and effect by analyzing several factors that cause a certain phenomenon, in this case regarding Human Resource Management that affects Employee Performance at Husna Hijab Area Bandung. The type of data used in this study is data obtained from respondents' responses through distributing questionnaires. The data source used in this study is primary data, namely data obtained directly from respondents through questionnaires.

Data collection techniques in this study using a questionnaire. To determine the sample in this study, researchers used a saturated sampling technique. The sample in this study was a sample taken from a population of 45 Husna Hijab Area Bandung employees.

This research was conducted on employees Husna Hijab Bandung area with a total of 45 respondents. The researcher obtained an overview of the respondent's profile which was described by gender and age. The respondent's profile can be seen in table 2 below:

Table 1. Respondent Profile

Respondent Category		Number of people	Percentage
Gender	Man	15 people	33.33%
	Woman	30 people	66.67%
Age	18-25 years	12 people	26.67%
	26 – 31 years	18 people	40.00%
	>31 years	15 people	33.33%

Source: 2021 data processing results

According to the table above, it can be seen that the number of male employees is greater than that of female employees. This indicates the high quantity dominates the employees working in Husna Hijab Bandung. The results of data processing based on age category, the majority aged between 26-31 years, namely 18 people, then those aged between 18-25 years were 12 people, and those aged between > 31 years were 15 people.

RESULTS AND DISCUSSION

3.1 Results

Validity test

Statement	r-count	r-table	Information
Educational Background (X1)	0.683	0.294	Valid
	0.734	0.294	Valid
	0.537	0.294	Valid
	0.600	0.294	Valid
Work Experience (X2)	0.313	0.294	Valid
	0.732	0.294	Valid
	0.688	0.294	Valid
	0.636	0.294	Valid
	0.696	0.294	Valid
	0.749	0.294	Valid
	0.705	0.294	Valid
	0.624	0.294	Valid
Performance (Y)	0.831	0.294	Valid
	0.886	0.294	Valid
	0.797	0.294	Valid
	0.855	0.294	Valid
	0.644	0.294	Valid

From testing the validity of the independent variables for each statement item from the educational background variable, work experience all produce valid numbers

because the r count value is > 0.294 which means valid, as well as for testing the dependent variable namely performance, from the 5 statement items the numbers obtained show valid because > 0.294 .

Reliability Test

According to (Sugiyono, 2012) Reliability testing is used to measure the number of times it produces the same or consistent data. The reliability test was carried out to obtain the level of accuracy or reliability in the data collection tool (instrument) used.

In this study, researchers used the Cronbach's Alpha method. This method is said to be reliable if the Cronbach's Alpha value is > 0.6

N o	Variable	Cronbach's Alpha	Information
1	Educational background	.737	Reliable
2	Experience	0.781	Reliable
3	Performance	0.866	Reliable

Based on the SPSS output above, it shows the Cronbach's reliability coefficient value > 0.60 , this shows that the data is reliable.

Multiple Linear Regression Analysis

Regression analysis in this study is used to examine the factors that influence employee performance. The results used in testing the hypothesis in this study are the results of multiple linear regression. Peng resultsthe jian as follows:

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
(Constant)	12.155	3,899		3.117	.003		
1 L. EDUCATION (X1)	-.467	.408	-.396	-1,143	.260	.175	5,700
EXPERIENCE (X2)	.489	.257	.658	1,900	.004	.175	5,700

a. Dependent Variable: PERFORMANCE (Y)

From the results of the T test work experience variable (X2) on the performance variable (Y) partially, based on the coefficients table above it can be seen that the significance value of the work experience variable is $0.04 < 0.05$, which means that the work experience variable affects the performance variable.

ANOVAa

Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	39,030	2	19,515	2,774	.004b
residual	295,415	42	7,034		
Total	334,444	44			

a. Dependent Variable: PERFORMANCE (Y)

b. Predictors: (Constant), EXPERIENCE (X2), L. EDUCATION (X1)

According to the table above, the significance value is 0.04, which means that the value is <0.05 , which can be concluded that the educational background variable (X1) and work experience variable (X2) have a simultaneous effect on the performance variable (Y).

Coefficient of Determination (R²)

The coefficient of determination is an important measure in regression which is denoted by R, because it can inform whether the estimated regression is good or not. In other words, this number can measure how close the estimated regression line is to the actual data. The value of this coefficient of determination reflects how much the variation of the dependent variable can be explained by the independent variable.

Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	.842a	.787	.775	1827,300	1,511

From the table above it is known that the R value of 0.842 squared (R²) becomes 0.787 or 79%, this indicates that the educational background variable (X1) and work experience variable (X2) have an influence on the performance variable (Y) of 79%, the rest 21% influenced by other variables not examined in this study. The correlation coefficient value in this study is 0.842 which indicates that the relationship between compensation variable (X1) and non-physical work environment (X2) to (Y) is relatively strong.

DISCUSSION :

1. The educational background variable has a value range of 0.537 to 0.734 where these values show a greater value than the r table value of 0.294. This shows that questions related to educational background on performance are valid. The work experience variable has a value range of 0.313 to 0.749, where the value indicates a greater value than the r table value of 0.294, and it can be concluded that questions related to work experience on performance are valid. The performance variable obtained a value in the range of 0.644 to 0.886, which indicates a greater value than the r table value of 0.294, so it can be concluded that questions related to performance variables are valid.

2. Based on the results of the partial T-test of work experience and performance variables, it shows that there is an influence of work experience variables on performance, while the partial T-test of educational background variables on performance shows no effect. The results of the F test showed that the variables of educational background and work experience simultaneously had an influence on performance variables.
3. Based on the coefficient value (R^2) the result is that the educational background variable and the work experience variable have an influence on the performance variable by 79%.

CONCLUSION

This study aims to determine the Management of Human Resources in Husna Hijab Bandung Small Industry, based on the results of research and discussion regarding the effect of work experience, educational background on employee performance at Husna Hijab, it can be concluded that work experience has a positive and significant effect on employee performance. This means that the higher the experience of employee performance, the higher the quality of employee performance. Meanwhile, educational background does not affect the performance of Husna Hijab Bandung employees, which means that the level of education does not have a significant effect on the performance of Husna Hijab employees, because what is needed is skill or ability and work experience.

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