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Effect of Job Competency, Job Experience and Work Environment on Job Achievement at PT. XYZ, Juanda Branch, Central Jakarta

Viniyati Maftuchach* & Fiona Sukma Salfadilla

Sekolah Tinggi Ilmu Ekonomi Muhammadiyah Jakarta
e-mail: viniyati22@yahoo.com

Abstract

The research aims to obtain empirical evidence regarding job competence, job experience, work environment and job achievement on PT. XYZ, Tbk. Juanda Branch Central Jakarta. Independent variables in this study are job competence, job experience and work environment. Whereas the dependent variables are job achievements. The population in this study was the entire employee of PT. XYZ, Tbk. Central Juanda-Jakarta Branch. Samples obtained by as many as 42 respondents, sampling techniques using nonprobability sampling that is saturated sampling. The analysis technique used in the study was Multiple Linear Regression analysis in data processing using Smart PLS 3.2.7. The results of the analysis in this study suggest that all hypotheses are acceptable. Job competence has a positive effect on job achievement, job experience has a positive effect on job achievement and work environment has a positive effect on job achievement. It means employee job achievement on PT. XYZ, Tbk. The Central Juanda-Jakarta branch is heavily influenced directly by job competence, job experience, and work environment.

Keywords: Job competence, Job Experience, Work Environment, and Job Achievement.

1. Introduction

With the very rapid advances in technology and information like today, the thing that is in the spotlight is human resources. Human resources are the most important assets owned by a company. Thus, human resources are the main key that determines the successful implementation of company activities. There is a movement to solve the growing challenges of managing human resources effectively and the development and growth of science in the field of human resource management.

Human resource management is a very important and specific management field to study the relationship between humans and their environment in a company. Human resource management has a role to control the behavior of individuals in a company. Employees as human resources owned by the company need to be considered and developed as well as possible (Saputra, 2017). The main key in the development of a company is human resources (HR). Human resources are a very important factor that cannot even be separated from an organization, both institutions and companies. Human resources can be divided into two, namely the definition of micro and macro. The definition of human resources on a micro level is individuals who work and become members of a company or institution and are commonly referred to as employees, laborers, employees, workers, labor and so on. Meanwhile, the definition of human resources in macro terms is the population of a country who has

entered the age of the labor force, both those who are not working and those who are already working. (Yussiadinda, 2019)

Basically, the purpose of a company is to seek profit. Therefore, we need human resources who have high job achievement in accordance with the standards set by the company. High job achievement will increase company productivity, reduce employee turnover, and strengthen company management (Fahmi, 2017). According to Resisti (2016) Job performance is the performance achieved by a person on tasks that include his job. Meanwhile, according to Rahmiati (2018), job achievement is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. So job performance is the result of work achieved by a person, on the tasks assigned to him which is influenced by skills, experience, skills, seriousness and the work environment itself. Job performance is the appearance of the work of human resources in an organization. The performance of the work is used in assessing the job achievement achieved by employees. Employee job achievement is a measure of employee work success and competence and work quality have a role in achieving job achievement (Ceswirdani, 2017). Job performance according to Rofi (2012) is a result obtained from activities carried out by someone as seen from an increase in the level of one's status in the company. More achievements can be achieved if one uses regular work patterns, discipline and concentration. The concentration of a person in working means the concentration of thoughts on his job by setting aside other things that are not related to the job.

The high level of employee work results is the achievement of the employee at a certain level. Employee performance is not a coincidence, but many factors influence it. Because job achievement will be achieved if the work plans made are carried out in accordance with the duties assigned to each employee in the organization. Therefore, qualified employees are employees who carry out their work and are able to provide good work results or have high job achievement needed by a company, organization or government agency to achieve goals (Latifah, 2018). To create maximum job achievement, the company does not have to choose the right employees but is also supported by creating conditions that allow employees to work optimally, because employee performance is one of the most dominant factors in improving company performance.

One of the factors that support employee performance is job competence in the company. Competence is the ability to carry out or perform a job or task, which is based on skills and knowledge, and is supported by the work attitude that the job demands. To achieve company success, it requires a strong foundation in the form of competence from employees. That way competence becomes very useful to help companies improve the performance of their employees (Aprilda, 2012).

According to Putri (2018) competence is a characteristic that underlies a person to perform high in their work. These characteristics appear in the form of knowledge (knowledge), skills (skills) and abilities (abbilities) or personality (personaity). A business and industrial institution that is able to compete with other business partners is largely determined by the quality of its human resources. The higher the expected competence, the higher the performance of a company will be. Therefore, the competence of human resources is a determinant for the success of a corporate industry.

Good employee work competencies can be seen from the employee's job experience. Employees who have a lot of job experience cannot doubt their abilities. In addition, job experience is also very important to improve employee performance. The longer the working period an employee has, the more job experience he will have. According to Aristanti (2018) Job experience is knowledge or skills that someone has known and controlled as a result of actions or work that has been carried out for a certain period of time, by training the job experience of employees, companies can determine positions or positions that are in accordance with their expertise. . Job experience is something or the ability possessed by employees in carrying out tasks assigned to them. Job experience is the main asset for someone to be involved in a certain field. The job experience that a person has, is sometimes

more valued than the towering level of education. The classic proverb says, Experience is the best teacher (experience is the best teacher) (Rofi, 2012).

According to Istiawan (2016), job experience greatly influences the amount of production, size and efficiency that can be seen from the results of directed labor production. In another sense, job experience can also be obtained by passing the work period that has been carried out in a workplace. A person's job experience in a job that really needs to be manifested (manifested) in the number of years of work will increase one's work abilities and skills so that the work results will increase. Job experience does not only concern the number of years of work, but also takes into account the types of work that have been or are often faced. In line with the increase in work, a person's knowledge and skills will also increase.

Another thing that improves employee performance is the work environment in the company. The work environment is very influential on employee job achievement, because a safe work environment can develop creativity and good cooperation between employees and can improve employee job achievement so that a good work environment is needed. A comfortable and pleasant work environment can make them calmer, more effective, diligent, and serious in facing their duties (Togas & Yantji 2015).

According to Diah (2016) the work environment creates high comfort for employees. The comfort created from this work environment affects the seriousness of employees at work so that it encourages employees to be able to work better because of environmental support. Meanwhile, the definition of work environment according to Pratiwi, A. et al. (2016) is everything that is around workers and can influence themselves in carrying out the tasks they are assigned, for example cleanliness, noise levels, the relationship between employees and leaders and so on.

The effect of job competence on job achievement according to Susilowati, N. (2018), Rahmiati (2018), Ceswirdani, et al. (2017), Hadiwijaya, H. & Agustina H. (2016), Pamungkas, L. et al. (2015), Darmawan, D. (2014) stated that job competence has a positive and significant effect on job achievement. Meanwhile, according to Meutia, I. & Tubagus I. (2016), Sari, Fajar M. (2013) stated that job competence has no effect on job achievement.

The influence of job experience on job achievement according to Rahmiati (2018), Akbar, R. (2018), Hutama, A. et al. (2016), Wardana, A. (2016), Fahmi, A. & Misti H. (2016), Resisti, N. (2016), Septiani, V. (2015), Kristola, D. & I Gusti Ayu. (2014), Rofi, A. (2012), Aprilda (2012) stated that job experience has a positive effect on job achievement. According to Aristanti, Liya, E. (2018) job experience has a negative effect on job achievement. Meanwhile, according to Wardana, Alfin E. (2016) stated that job experience has no effect on job achievement.

The influence of the work environment on job achievement according to Latifah & Nurmalasari (2018), Asri, Mey T. (2017), Pratiwi, A. et al. (2016), Imroatun & Sukirman. (2016), Aini, Zara N. (2015), Togas & Yantji (2015) state that the work environment has a positive effect on job achievement. According to Fahmi & Misti (2016) the work environment has a negative effect on job achievement. Meanwhile, according to Jamali, A. & Lantip. (2013), Sari, Fajar M. (2013) the work environment has no effect on job achievement.

The gep phenomenon is a research gap that exists in previous studies, such as deficiencies or limitations in previous studies. The gep phenomenon that is obtained regarding job competence, job experience, work environment and job achievement states that there are some employees who do not understand and master their work, completing tasks is only handled by a few employees, both individually and in teams, so that the tasks tasks tend to lead to only those who are judged to have competence in terms of abilities, skills and abilities, while others work modestly without clear patterns and targets, lack of interest in the work being done or in company activities, the level of knowledge of employees in work has not yet met company standards, many employees are still lacking in skill levels due to a lack of job experience, especially for new employees who have not been able to master the given job, a work environment that is not conducive greatly disturbs the work

atmosphere, or a negative conflict between employees. ra employees, room temperature level, room cleanliness, work circulation, work security in completing work that have an effect on improving the job achievement of an employee. Employee job achievement will increase if the employee's work ability is improved, if the employee's job achievement increases, the performance of a company will increase.

2. Literature Review

Human Resource Management

Human resource management is a very important and specific management field to study the relationship between humans and their environment in a company. Human resource management has a role to control the behavior of individuals in a company. Employees as human resources owned by the company, their existence needs to be considered and developed as well as possible. (Saputra, 2017). According to Amilia, S. P. & Dwiarko, N. (2014). Human resource management must be very sensitive to changes that occur around the organization, because the changes that occur pose various types of challenges that must be dealt with properly. Human Resource Management (HRM) is the use of a number of individuals to achieve organizational goals. Consequently, managers at every level must involve themselves with human resource management. (Akbar, 2018).

According to Suhardi (2018: 2) the definition of human resource management is in two main definitions, namely:
a. Management, comes from the English verb to manage which means to manage, organize, implement, and manage.
b. Human Resources, is one of the resources contained in the organization, including all people who carry out activities.

Job Achievement

In carrying out their duties and obligations, all employees are required to produce good / outstanding performance. Achievement is the appearance of a person's work in the form of quality or quantity in an organization. Achievement can be an individual performance or an employee's work group.

According to Resisti (2016), job achievement is the performance achieved by a person with tasks that include his job. Job performance is the appearance of the work of human resources in a company. The performance of the work is used in assessing the job achievement achieved by employees. Employee job performance is a measure of employee work success and competence and work quality have a role in achieving job achievement. (Ceswirdani,2017).

According to Rahmiati (2018) Job performance is the process of evaluating how well employees do their job when compared to standard agreements provided by the company and then communicating this information to employees. Job performance is a result obtained from activities carried out by someone as seen from an increase in the level of one's status in the company. More achievements can be achieved if one uses a regular work pattern, discipline and concentration. The concentration of a person in working means the concentration of thoughts on his job by setting aside other things that are not related to the job (Rofi, 2012).

The high level of employee work results is the achievement of the employee at a certain level. Employee performance is not a coincidence, but many factors influence it. Because job achievement will be achieved if the work plans made are carried out in accordance with the duties assigned to each employee in the organization. Therefore, qualified employees are employees who carry out their work

and are able to provide good work results or have high job achievement needed by a company, organization or government agency to achieve goals (Latifah, 2018).

Job Competence

One of the factors that support employee performance is job competence in the company. Competence is the ability to carry out or perform a job or task, which is based on skills and knowledge, and is supported by the work attitude that the job demands. To achieve company success, it requires a strong foundation in the form of competence from employees. That way competence becomes very useful to help companies improve the performance of their employees (Aprilda, 2012).

According to Putri (2018) Competence is a characteristic that underlies a person to perform high in their work. These characteristics appear in the form of knowledge (knowledge), skills (skills) and abilities (abilities) or personality (personality). A business and industrial institution that is able to compete with other business partners is largely determined by the quality of its human resources. The higher the expected competence, the higher the performance of a company will be. Therefore, the competence of human resources is a determinant for the success of a corporate industry.

Competence refers to each individual employee, there are some employees who are assigned to something that do not master their field and other employees who do not occupy their positions can complete the task, from the results it can be seen that the placement is not in accordance with the ability of the employee, this can cause decreased employee performance due to such problems. competence as a characteristic that underlies a person and is related to the effectiveness of individual performance in their work (Rahmiati, 2018).

In a corporate environment, both at home and abroad, initially there were only 2 types of competency definitions according to Hutapea and Thoha (2008) in Susilowati, Nurma (2018), namely:

a. Competence is defined as a description of what must be known or done in order to carry out their job properly. The definition of this type of competence is known as Technical or Functional Competency or it can also be referred to as Hard Skills / Hard Competency. This type of competency originated and developed in the UK and is widely used in European countries and in Commonwealth countries. Technical competence is at work, which is to describe the responsibilities, challenges, and work goals that employees must do or achieve, so that these employees can perform well.

b. Competence that describes how a person is expected to behave in order to carry out his job well. The definition of this type of competency is known as Behavioral Competencies or can also be called Soft skills / Soft competencies. It is necessary to know here that behavior is an action (action) so that behavioral competencies will be identified when someone practices it in doing work.

Job Experience

Employees who have a lot of job experience cannot doubt their abilities. In addition, job experience is also very important to improve employee performance. The longer the work period an employee has, the richer the job experience will be.

As in the quotation Trijoko (1980: 15) in Aristanti (2018) job experience is knowledge or skills that someone has known and mastered as a result of actions or work that has been done for a certain time, by paying attention to the job experience of employees, the company can determine the position or a position in accordance with the expertise they have. Meanwhile, according to Rahmiati (2018) Job experience is a measure of the length of time or length of work that a person has taken in understanding the duties of a job and has done it well.

Job experience is something or the ability possessed by employees in carrying out the tasks assigned to them. Job experience is the main asset for someone to be involved in a certain field. The job experience that a person has, is sometimes more valued than the towering level of education. The classic proverb says, experience is the best teacher (experience is the best of teacher) (Rofi, 2012).

Job experience greatly influences the amount of production, size and efficiency which can be seen from the results of directed labor production (Istiawan, 2016). In another sense, job experience can also be obtained by going through the work period that has been carried out by a workplace. A person's job experience in a job that really needs to be manifested (manifested) in the number of years of work will increase one's work abilities and skills so that the work results will increase. Job experience does not only concern the number of years of work, but also takes into account the types of work that have been or are often faced. In line with increasing jobs, a person's skills at work will also increase.

Work Environment

Another thing that improves employee performance is the work environment in the company. The work environment is very influential on employee job achievement, because a safe work environment can develop creativity and good cooperation between employees and can improve employee job achievement so that a good work environment is needed. A comfortable and pleasant work environment can make them calmer, more effective, diligent, and serious in facing their duties (Togas & Yantji 2015). According to Saputra (2017) states that the work environment can be interpreted as forces that influence each other, either directly or indirectly on the performance of an organization or company. The work environment includes work relationships that are formed between fellow employees and work relationships between subordinates and superiors as well as the physical environment in which employees work. The work environment creates high comfort for employees. The comfort created from this work environment affects the seriousness of employees at work so that it encourages employees to be able to work better because of environmental support.

The work environment in an organization or employees is very important to be considered by the leadership of the organization because the work environment has a direct influence on the employees who work. A work environment that satisfies employees will be able to improve employee job achievement and conversely a very unsatisfactory work environment can reduce employee job achievement according to Aini (2015). Work environment means a situation where employees do work every day. There are times when every employee has the same right to get comfortable at work. Because if employees feel comfortable with work, then employees will do the job wholeheartedly without complaining. For example, there is a lack of air conditioning in the administrative workspace, employees work become uncomfortable and unfocused because of the heat caused by no incoming air circulation. The benefit of the work environment is to create work passion, so that work productivity increases. Meanwhile, the benefit that comes from working with motivated people is that work can be done appropriately. This means that the work is completed according to the correct standards and within the specified time scale. Its performance will be monitored by the individual concerned and will not require too much supervision and the morale will be high according to Pratiwi, A. et al. (2016).

3. Methodology

Data is evidence obtained from a study that can be used as the basis for analysis or study. The data that has been obtained will be analyzed or processed so that later it can be interpreted. Data analysis is a critical stage in the research process. Its main purpose is to create information to solve problems. In order for the data obtained by the questionnaire to be valid and reliable, it is necessary

to test the instrument using the validity test to determine the accuracy of the measuring instrument and the reliability test to determine the reliability of the items in the questionnaire statement so that it can be determined whether or not it is appropriate for data collection.

Multiple Linear Regression Analysis Model

The method of analysis in this study, namely by using Multiple Linear Regression Analysis. The estimation of the Multiple Regression parameter explains the joint effect of two or more independent variables (X) on the dependent variable (Y). Meanwhile, to determine the direction and weight of the relationship, Multiple Correlation Analysis is used. In this study, it can be seen that the independent variables, namely Job competence (X1), Job experience (X2), and Work Environment (X3) affect (positively or negatively) the dependent variable, namely Job Performance (Y).

This relationship is expressed in the following equation:

$PRK = \alpha + \beta1KK + \beta2PK + \beta3LK + \mathcal{E}$

Where :

PRK = job achievement

α = Constant

$\beta1, \beta2, \beta3$ = Regression Coefficient

KK = Job competence

PK = Job experience

LK = Work Environment

$\mathcal{E}$ = Error (error rate)

Partial Least Square (PLS) Scope

Partial least square (PLS) is a variant-based multivariate statistical technique designed to solve multiple regression when specific problems occur in the data, such as small study sample sizes, missing data, and multicollinearity. On the other hand, Ordinary Least Square (OLS) regression produces unstable data when the data is small, there is missing data and multicollinearity between predictors, thus increasing the standard error of the estimated coefficients (Wati, 2018: 222).

Partial Least Square (PLS) was first developed by Herman Word, an econometrics and statistics expert from Sweden. There are several methods developed related to PLS, namely LVPLS (Latent Variable Partial Least Square). PLSGraph, SmartPLS, WarpPLS and XXLSTAT. Several research results show this method for data exploration.

There are several things that distinguish PLS analysis from other SEM analysis models:

a. The data do not have to have a normal multivariate distribution.

b. Small samples can be used.

c. PLS can not only be used to confirm the theory, but can also be used to explain whether there is a relationship between latent variables.

d. PLS can analyze as well as constructs that are formed with reflective and formative indicators.

e. PLS is able to estimate complex and sound models with hundreds of latent variables and thousands of indicators.

Partial Least Square (PLS) Model

In PLS Path Modeling, there are 2 models, namely the outer model and the inner model. the test criteria were carried out on both models.

a. Outer model (Model Measurement)

This model specifies the relationship between latent variables and their indicators. Or it can be said that the outer model defines how each indicator relates to its latent variable. The tests performed on the outer model are:

a) Convergent Validity. The value of Convergent Validity is the value of the loading factor on the latent variable with its indicators. The expected value is> 0.5, but for the first research, the loading value above 0.5 is still considered valid.

b) Discriminant Validity. The value is the value of the cross loading factor which is useful for knowing whether the construct has sufficient discriminant by comparing the loading value of the intended construct must be greater than the loading value with other constructs.

c) Composite Reliability. Data that has composite reliability> 0.8 has high reliability.

d) Average Variance Extracted (AVE). Expected AVE value> 0.5.

e) Cronbach Alpha. The reliability test was strengthened with Cronbach Alpha. expected value> 0.6 for all constructs.

b. Inner Model (Structural Model)

The structural model test is performed to test the relationship between latent constructs. There are several tests for the structural model (inner model), namely:

a) R Square in endogenous constructs. The value of R square is the coefficient of determination in the endogenous construct. The R Square values are 0.67 (strong), 0.33 (moderate) and 0.19 (weak).

b) Estimate For Path Coefficients, is the value of the path coefficient or the magnitude of the latent construct relationship / influence. Performed with the Bootsrapping procedure.

c) Effect Size (f Square) is done to determine the goodness of the model.

d) Prediction Relevance (Q Square) or known as Stone-Geisser's test is done to determine the prediction capability with the blinfording procedure. If the value obtained is 0.02 (small), 0.15 (medium) and 0.35 (large). Can only be done for endogenous constructs with reflective indicators.

Hypothesis Test

Hypotheses are proportions, conditions or principles that are temporarily assumed to be true and perhaps without belief, so that a logical consequence can be drawn and in this way testing of their truth is then carried out using Empirical Studies (Wati, 2018: 62). The research hypothesis can also be said to be a temporary answer to a problem that must be verified. In this study, the type of hypothesis used is the associative hypothesis. The associative hypothesis is the answer to the formulation of the associative problem, which is asking about the relationship between two or more variables.

Based on the formulation of the problem in this study, a hypothesis is made which is a temporary answer to the research question, namely as follows:

Research hypothesis:

a. There is a positive and significant effect of job competence, work environment, and job experience on job achievement. Statistical hypothesis:

$H0: \beta \leq 0$

$H1: \beta > 0$

Basic decision making:

a) By comparing the calculated t value with the t table.

If t table> t count, then H0 is accepted and H1 is rejected. If t table <t count, then H0 is rejected and H1 is accepted.

b) By using the probability of significance.

If the significance probability value> 0.05, then H0 is accepted and H1 is rejected. If the significance probability value <0.05, then H0 is rejected and H1 is accepted.

Hypothesis Testing

Hypothesis testing aims to determine whether there is a clear and reliable influence between the independent variables (job competence), (job experience) and (work environment) on the dependent variable (job achievement). Through this step a conclusion will be drawn to accept or reject the proposed hypothesis. The Multiple Linear Regression Equations used in this study are:

PRK = X + β1 Job competence + β2 Job experience + β3 Work Environment + e

4. Results and Discussion

To test the hypothesis in this study, the T-statistic value was used for each pathway. The following is an image that explains the path diagram for hypothesis testing:

The discussion on the results of the research and testing obtained is presented in the form of theoretical descriptions, both qualitatively and quantitatively. The results of the experiment should be displayed in either a graph or a table. For graphs you can follow the format for charts and pictures.
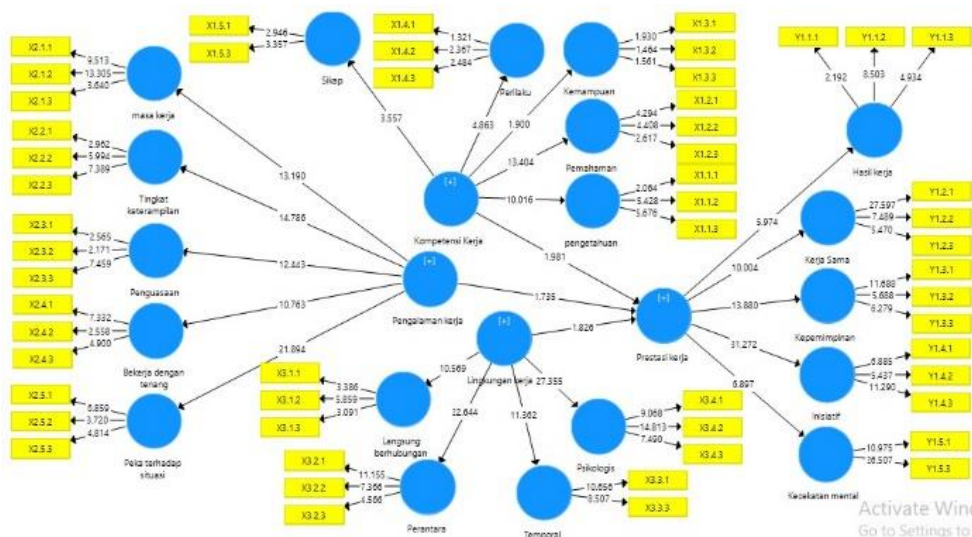

Figure 1. Data Hypothesis Test Results

Table 1. Path Coefficient

Path Coefficient	Original Sample (O)	Average Sample (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Job competence -	0.281	0.277	0.142	1.981	0.024
> Job Performance	0.338	0.325	0.195	1.735	0.042
Job experience -	0.345	0.363	0.189	1.826	0.034

Based on the Path diagram and the output of hypothesis testing above, all indicators for each variable have a statistical value of more than 1.96 (T table) so that these indicators are able to measure

1189

each construct. Meanwhile, to test the relationship between variables (hypothesis testing), the statistical value of the Smart PLS output is compared with the t-table value or by looking at the significance value of the P-Value. The following is a table that provides the results of the relationship between variables.

Table 2. Hypothesis Testing

Influence between variables	Coefficient Parameter	T Statistics	Information
Job Competence -> Job Performance	0.281	1.981	Significant **
Job experience -> Job achievement	0.338	1.735	Significant **
Work Environment -> Job achievement	0.345	1.826	Significant **

The effect of exogenous latent variables on endogenous latent variables in the table above can be explained as follows:
a) The path parameter coefficient obtained from the effect of job competence on job achievement is 0.281 with a statistical value of 1.981> 1.64 at a significance level of a = 0.05 (5%) which states that there is a positive and significant influence between job competence on job achievement . The value of 0.281 in the parameter coefficient means that the better the job competence, the better the job achievement, and this supports the first research hypothesis, where there is a positive and significant influence between job competence on job achievement.
b) The path parameter coefficient obtained from the effect of job experience on job achievement is 0.338 with a statistical value of 1.735> 1.64 at a significance level of a = 0.05 (5%) which states that there is a positive and significant influence between job experience on job achievement. The value of 0.338 in the parameter coefficient means that the more job experience, the job achievement will increase rapidly, and this supports the second research hypothesis, where there is a positive and significant influence between job experience on job achievement.
c) The path parameter coefficient obtained from the influence of the work environment on job achievement is 0.345 with a statistical value of 1.826> 1.64 at a significance level of a = 0.05 (5%) which states that there is a positive and significant influence between the work environment on job achievement. The value of 0.345 in the parameter coefficient means that a good work environment can affect employee job achievement, so that the third research hypothesis is accepted, where there is a positive and significant influence between job experience on job achievement.

Based on the explanation of the table above, the research equation model that is formed can be explained in the model proposed in this study:
PRK = 0.281KK + 0.338PK + 0.345LK + Ɛ
Where :
PRK = job achievement
KK = Job competence
PK = Job experience
LK = Work Environment
Ɛ = Error (error rate)

The purpose of this study was to determine the effect of job competence, job experience and work environment on job achievement at PT. XYZ, Tbk. Juanda Branch - Central Jakarta. Based on the research data that has been analyzed, the following discussion is carried out:

The Effect of Job Competence on Job Performance

Based on the results of statistical calculations, it can be concluded that the Job Competence variable (X1) has a direct positive effect on the Job Performance variable (Y). This can be seen from the statistical value that is greater than 1.64, namely 1.981. Thus the hypothesis H1 in this study can be accepted. The better the job competency, the better the job achievement.

This supports previous research conducted by Susilowati, N. (2018), Rahmiati (2018), Ceswirdani, et al. (2017), Hadiwijaya, H. & Agustina H. (2016), Pamungkas, L. et al. (2015), Darmawan, D. (2014) which states that job competence has a positive and significant effect on job achievement.

The Effect of Job experience on Job achievement

Based on the results of statistical calculations, it can be concluded that the Job experience variable (X2) has a direct positive effect on the Job Performance variable (Y). This can be seen from the statistical value that is greater than 1.64, namely 1.735. Thus the H2 hypothesis in this study can be accepted. The more job experience, the job achievement will increase rapidly.

This supports previous research conducted by Rahmiati (2018), Akbar, R. (2018), Hutama, A. et al. (2016), Wardana, A. (2016), Fahmi, A. & Misti H. (2016), Resisti, N. (2016), Septiani, V. (2015), Kristola, D. & I Gusti Ayu. (2014), Rofi, A. (2012), Aprilda (2012) which state that job experience has a positive and significant effect on job achievement.

The Effect of Work Environment on Job achievement

Based on the results of statistical calculations, it can be concluded that the Work Environment variable (X3) has a direct positive effect on the Job Performance variable (Y). This can be seen from the statistical value that is greater than 1.64, which is 1.826. Thus the hypothesis H3 in this study can be accepted. A good work environment can affect employee performance

This supports previous research conducted by Latifah & Nurmalasari (2018), Asri, Mey T. (2017), Pratiwi, A. et al. (2016), Imroatun & Sukirman. (2016), Aini, Zara N. (2015), Togas & Yantji (2015) which state that the work environment has a positive and significant effect on job achievement.

5. Conclusion

This study aims to examine the effect of job competence, job experience, and work environment on the job achievement of PT. XYZ, Tbk. Juanda Branch - Central Jakarta. To analyze the relationship between these variables, researchers used Smart Partial Least Square (PLS). Then conclusions can be drawn based on the analysis and discussion in the previous section.

The results of the first hypothesis test show a positive influence between job competency variables (X1) on job achievement (Y). Thus the hypothesis H1 in this study is accepted. If the employee has good job competence in completing the assigned task, understanding in work, good attitude and behavior, it can improve the employee's job achievement. This proves that the job achievement of the employees of PT. XYZ, Tbk. The Juanda-Central Jakarta branch is directly influenced by the job competence of employees.

The results of the second hypothesis test show a positive influence between job experience variables (X2) on job achievement (Y). Thus the H2 hypothesis in this study is accepted. Employee job achievement can also be seen from the job experience that employees have, it can be seen in terms of working time, skill level and mastery in work. This can be evidenced by the job experience of employees that affect the job achievement of employees of PT. XYZ, Tbk. Juanda Branch - Central Jakarta.

The results of the third hypothesis test show a positive influence between work environment variables (X3) on job achievement (Y). Thus the hypothesis H3 in this study is accepted. The environment around the workplace greatly affects employee job achievement, it can be seen from the work environment that is directly related to employees such as strategic company buildings, availability of equipment to help work. This can be proven by the work environment at PT. XYZ, Tbk. Juanda-Central Jakarta branch which directly affects job achievement.

To improve the job competence of employees of PT. XYZ, Tbk. Juanda Branch - Central Jakarta, it is necessary to renew knowledge, abilities, understanding. To achieve company success, a strong foundation is needed in the form of competence from employees.

Employees who have a lot of job experience are able to complete the tasks assigned to them with the skills they have, job experience is also very important to improve employee job achievement. The longer the working period an employee has, the richer the job experience will be.

A comfortable and pleasant work environment can make employees calmer, more effective, diligent, and serious in completing their tasks. A safe work environment can develop creativity and good cooperation between employees and can improve job achievement.

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