

Research Article

The Effect of Mutation and Work Experience on Employee Performance at Perum BULOG, South Sumatra and Babel Regional Office

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Abstract.

This study aimed to determine the effect of mutation and work experience on employee performance in BULOG Public Company Sumatra and South Regional Offices. The sample in this study was selected through nonprobability sampling and the solving formula with 40 employees obtained from each field. Data were obtained by distributing questionnaires to respondents. The data collection method in this study was a data analysis technique using multiple regression analysis. The results of this study were that mutations had a positive and significant effect on employee performance, work experience had a positive and significant effect on employee performance, and mutations and work experience together have a positive and significant influence on employee performance.

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Keywords: mutation, work experience, performance

1. Introduction

Basically, companies or organizations need good quality human resource management in order to realize the goals of the company. An employee's work is influenced by a variety of factors, including individual behavior that includes biographical characteristics, communication skills, learning, and the workload they bear [1].

In improving performance, work experience is needed to run job specifications. The more experienced an employee is, the more opportunities they have to complete the tasks given and the creation of optimal employee performance has an impact on a person's ability to carry out their performance [2].

Mutation itself means an employment activity that refers to the process in which employees' duties, responsibilities, and work situations are transferred to certain situations or can be understood as the transfer of employees from one job to another equivalent job to fill the cost of a position in a company [3].

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Perum BULOG, South Sumatra and Babel Regional Office is a logistics pioneer which focuses on food for people in South Sumatra and Bangka Belitung. BULOG is a company owned by the government and focuses on the food logistics sector. This activity includes a number of activities such as storage and distribution of foodstuffs, control, pest prevention and trade.

Based on research conducted by [4] revealed that mutations have a significant effect on employee performance. In different studies, it is known that work experience affects the performance of [5]. This is actually different from other studies, such as [6] revealing that mutations do not really affect employee performance.

2. Theory, Literature Review, and Hypothesis

According to [7], performance is the result obtained from the implementation of duties by an employee which can be assessed based on its quality and quantity in accordance with the responsibilities that have been given. Mutasi itself means an employment activity that refers to the process in which the duties, responsibilities, and work situations of employees are transferred to certain situations so that employee labor at work is relevant to achieving one's satisfaction [3]. Workexperience is a measure of the length of work time that a person has taken in understanding tasks or work and has done well so as to improve one's performance in carrying out a given task [8]. In this study a hypothesis was proposed, as follows:

H1: There is a positive and significant influence of Mutation (X1) on Employee Performance (Y) in BULOG Public Company of South Sumatra and Bangka Belitung Regional Office.

H2: There is a positive and significant effect of Work Experience (X2) on Performance Employee (Y) in BULOG Public Company of South Sumatra and Bangka Belitung Regional Office.

H3: There is a jointly significant positive influence between Mutation (X1) and Work Experience (X2) on Employee Performance (Y) in Public Companies BULOG of South Sumatra and Bangka Belitung Regional Office.

3. Research Methods

The research conducted included descriptive research with a quantitative approach with the aim of testing mutation variables and work experience on the performance of employees of Perum BULOG, South Sumatra Regional Office and Babel. Data collection

techniques used by respondents' questionnaires. The population in this study was all employees of Perum BULOG Regional Office of South Sumatra and Babel, while the sample used was 40 employees taken with the Slovin Formula.

This study uses an instrument test, namely the validity ui to find out whether each question item is said to be feasible or not in defining a variable [9]. Meanwhile, reliability tests are used to determine the degree of a measuring instrument [9]. This study also used the Interval Succession Method (MSI), a classic assumption test, namely the normality test, multicollinearity, and heterokedasticity test. In addition, multiple linear regression analysis, correlation test (r), coefficient of determination (R2) and hypothesis test consisting of t test and F test are also used.

4. Results and Discussion

TABLE 1: Hypothesis Test Results.

Independent Variables	T-count	t-table	Sig.	Information
Mutation (X ₁)	3.074	2.024	.004	t _{calculate} > t _{table}
Work Experience (X ₂)	4.446	2.024	.001	t _{calculate} > t _{table}

1. In the mutation variable, the t-count value is 3.074 while the t-table is 2.024 obtained from the t-test calculation table. This t-count value is greater than the t-table value . Therefore, the first hypothesis (H₁) was accepted so that it was concluded that mutations had a positive and significant effect on the performance of employees of Perum BULOG, South Sumatra and Babel Regional Offices.
2. In the work experience variable, the t-count value is 4.446 while the t-table is 2.024 obtained from the t-test calculation table. This t-count value is greater than the t-table value . Therefore, the second hypothesis (H₂) was accepted so that it was concluded that mutations had a positive and significant effect on the performance of employees of Perum BULOG, South Sumatra and Babel Regional Office.

Based on table 4.18, an F-count value of 23.668 is obtained with a significance of 0.001. While the F-table is 3.24 obtained from the F test table with k = 2 and n = 38. Therefore, the results were obtained that the F-count value > F-table (23.668 > 3.24). So, it can be concluded that based on this F test the third hypothesis is accepted. Thus, mutation variables and work experience together have a positive and significant effect on employee performance variables.

TABLE 2: F Test Results.

ANOVA ^a						
Pattern		Sum Squares	of Df	Square means	F	Sig.
1	Regression	557.040	2	278.520	23.668	.001 ^b
	Remnant	435.408	37	177.678		
	Entire	992.449	39			

Finding and Conclusion

1. Mutations have a positive and significant effect on employee performance in BULOG Public Company South Sumatra Regional Office and Bangka Belitung.
2. Work experience has a positive and significant effect on employee performance in BULOG Public Company South Sumatra Regional Office and Bangka Belitung.
3. Mutation and work experience together have a positive and significant effect on employee performance in the Company.

5. Implications, Limitations, and Suggestions

1. For BULOG Public Companies South Sumatra and Bangka Belitung Regional Offices, it is advisable to determine employee mutation policies such as employees are mutated when there are shortages and vacancies in positions in the company within a predetermined period of time.
2. For employees at the BULOG Public Company South Sumatra and Bangka Belitung Regional Offices, it is recommended to take part in activities such as training that increases employee knowledge and experience and has skills that support the experience of employees. Then, employees are applied the nature of honesty and responsibility in the duties given by the company to support the performance of these employees. In addition, employees must also be professional in every task and disciplined in following the rules and regulations provided by the Company.
3. For future researchers, it is hoped that the results of this study can develop and improve the quality of this research using other variable theories such as competence and motivation that are expected to determine overall performance [10].

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