

THE INFLUENCE OF WORK EXPERIENCE, JOB TRAINING AND EMPLOYEE WORK EFFECTIVENESS ON WORK EFFICIENCY IN UNIT REPAIR AT PT. BARINDO ABADI SEMESTA

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Abstract

This study aims to determine and analyze the effect of work experience, job training, and work effectiveness on employee work efficiency at PT. Barindo Abadi Semesta Muara Bungo Branch. This research used a quantitative approach with an associative research design. The population and sample consisted of 30 employees selected using a saturated sampling technique. Data were analyzed using SPSS through validity and reliability tests, classical assumption tests, multiple linear regression analysis, t-test, F-test, and the coefficient of determination (Adjusted R Square). The results showed that all research instruments were valid and reliable and met the classical assumption requirements. Partially, work experience, job training, and work effectiveness had a positive and significant effect on employee work efficiency. Simultaneously, these three independent variables also had a positive and significant effect on work efficiency. The Adjusted R Square value of 0.860 indicates that 86.0% of the variation in employee work efficiency is explained by work experience, job training, and work effectiveness, while the remaining 14.0% is explained by other variables not examined in this study

Keywords: Work Experience, Job Training, Work Effectiveness, Work Efficiency

INTRODUCTION

Human resources are a crucial factor in determining the success of an organization or company. Companies require not only technology and capital but also a workforce possessing the skills, experience, and high level of commitment necessary to carry out their duties and responsibilities. High-quality human resources contribute to the effective and efficient achievement of organizational goals. Companies operating in the transportation or haulage sector, such as PT Barindo Abadi Semesta, rely heavily on employee performance, particularly that of field staff. Field personnel play a crucial role in executing the company's operational activities—including vehicle maintenance, cargo transport, scheduling, and ensuring timely delivery to destinations. Consequently, the company must ensure that its employees work effectively and efficiently to maintain smooth operational performance. According to Wibowo (2021), “work efficiency is the ability of an organization or individual to utilize resources optimally to achieve maximum work results.” Effective work efficiency enables companies to increase productivity and minimize waste in operational activities.

Based on the data, several issues have been identified timeliness in task completion and the achievement of daily targets remain low—consistently below 80%—indicating that employee work efficiency in handling tasks is not yet optimal. Optimal work time utilization (80%) and distribution process accuracy (75%) remain below the company's 100% target, suggesting that employee work effectiveness is not yet maximized to support work efficiency. Although the error rate is relatively low (reflecting 82% efficiency), overall work efficiency has not been fully achieved; this is suspected to stem from a lack of work experience and suboptimal training. According to Alif (2024), work experience has been shown to have a positive impact on work effectiveness; this means that the greater the experience, the more efficient the use of the work system. In addition to work experience, job training is a crucial factor that can influence an employee's performance and efficiency. Job training reflects the level of work efficiency and an employee's commitment to the organization. Employees who have undergone extensive training demonstrate

a sense of responsibility toward their work and strive to make their best contribution to the company. According to Rukmana (2024), job training is proven to significantly increase work productivity, which is a component of organizational work efficiency. Another equally important factor in enhancing work efficiency is employee work effectiveness. Work effectiveness refers to the extent to which a task is completed in accordance with the goals established by the organization. Employees who work effectively are able to complete tasks on time and deliver high-quality work. Based on the background outlined above, the problem identification for this study is as follows: optimal working time utilization (80%) and distribution process accuracy (75%) remain below the company's 100% target, indicating that employee work effectiveness is not yet maximized to support work efficiency. Although the work error rate is relatively low (82%)—suggesting reasonable efficiency—overall work efficiency has not been fully achieved; this is suspected to stem from a lack of work experience and suboptimal training. There is a mismatch between previous work experience and the current job (indicated by a "Not Suitable" classification), demonstrating a lack of competency-based workforce placement.

A mismatch between work experience and job position can require employees to take longer to adapt, thereby reducing work efficiency and effectiveness. Placing employees in roles that do not align with their experience also risks increasing work errors and lowering productivity in task completion. Training duration is relatively short due to limited trainers and equipment; consequently, the material delivered may lack depth and fail to optimally enhance employee work skills. Uniform training delivery may be less effective for employees with diverse backgrounds and varying levels of work experience. There are unstable fluctuations in the number of units repaired—with drastic drops on some days (e.g., only 1–2 units)—indicating inconsistent performance; this is attributed to the difficulty of finding mechanics, leading to the recruitment of more helpers than mechanics. The decline in the number of units repaired correlates with a drop in target achievement levels, signaling issues with employee productivity and work efficiency. To ensure the discussion remains focused and directed, the author limits the scope of this study to field employees at PT Barindo Abadi Semesta, specifically those involved in unit repair operations.

Referring to the background of the problem, research formulation, and objectives, the researcher can state the following hypotheses:

- H1: Work experience has a positive and significant partial effect on work efficiency regarding field unit repairs at PT. Barindo Abadi Semesta.
- H2: Job training has a positive and significant partial effect on work efficiency regarding field unit repairs at PT. Barindo Abadi Semesta.
- H3: Work effectiveness has a positive and significant partial effect on work efficiency regarding field unit repairs at PT. Barindo Abadi Semesta.
- H4: Work experience, job training, and work effectiveness have a positive and significant simultaneous effect on work efficiency regarding field unit repairs at PT. Barindo Abadi Semesta.

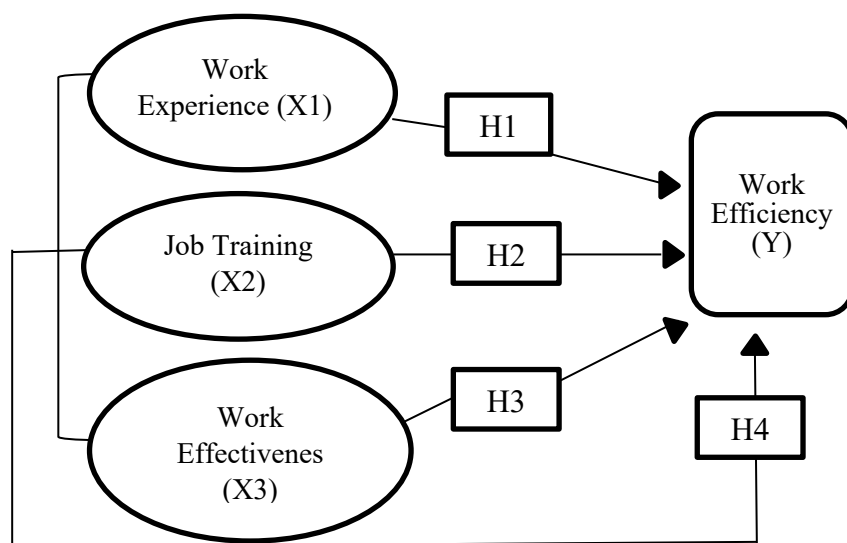


Figure 1. Framework Conceptual

METHOD

This method enables researchers to answer research questions in a scientific and accountable manner. In this study, the author employs a quantitative research method. This method is used to answer research questions objectively, measure phenomena, and draw conclusions based on measurable and quantifiable data. This study employs an associative research technique. Associative research examines the relationships between two or more variables; specifically, the variables analyzed in this study are Work Experience (X1), Job Training (X2), and Work Effectiveness (X3) in relation to Work Efficiency (Y). This study was conducted at PT Barindo Abadi Semesta, located in Muara Bungo, Jambi Regency; this facility is a branch of PT Barindo Abadi Semesta, which is headquartered at Jalan Jemadi, Komplek Jemadi I, Pulo Brayan, Medan City, North Sumatra. The research is scheduled to take place from March 2026 to August 2026. The population for this study consists of employees at the Muara Bungo branch of PT Barindo Abadi Semesta, comprising a total of 30 individuals. The sampling process involves selecting elements or units of analysis from a defined population for study. This research employs a saturated sampling technique, which utilizes the entire population; the author selected this method due to the relatively small size of the population. According to Sugiyono (2023), saturated sampling involves including all members of the population as the research sample. Consequently, the sample size used in this study is 30.

RESULTS AND DISCUSSION

Results

Validity and Reliability Test Results

Table 1. Results of the Validity Test of Work Experience, Job Training, Work Effectiveness, Work Efficiency

Statement Item	r-count	r-table	Description
WE1	0,865	0,361	Valid
WE2	0,882	0,361	Valid
WE3	0,717	0,361	Valid
WE4	0,841	0,361	Valid
WE5	0,849	0,361	Valid
WE6	0,873	0,361	Valid
WE7	0,799	0,361	Valid
WE8	0,786	0,361	Valid
WE9	0,785	0,361	Valid
WE10	0,815	0,361	Valid
JT1	0,738	0,361	Valid
JT2	0,847	0,361	Valid
JT3	0,765	0,361	Valid
JT4	0,879	0,361	Valid
JT5	0,874	0,361	Valid
JT6	0,830	0,361	Valid
JT7	0,786	0,361	Valid
JT8	0,813	0,361	Valid
JT9	0,761	0,361	Valid
JT10	0,852	0,361	Valid
JT11	0,851	0,361	Valid
JT12	0,908	0,361	Valid
JT13	0,866	0,361	Valid
JT14	0,737	0,361	Valid
WEF1	0,906	0,361	Valid
WEF2	0,878	0,361	Valid
WEF3	0,878	0,361	Valid
WEF4	0,834	0,361	Valid
WEF5	0,829	0,361	Valid
WEF6	0,742	0,361	Valid
WEF7	0,859	0,361	Valid
WEF8	0,846	0,361	Valid
WEF9	0,567	0,361	Valid

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Statement Item	r-count	r-table	Description
WEF10	0,738	0,361	Valid
WEFC1	0,865	0,361	Valid
WEFC2	0,911	0,361	Valid
WEFC3	0,702	0,361	Valid
WEFC4	0,633	0,361	Valid
WEFC5	0,596	0,361	Valid
WEFC6	0,593	0,361	Valid
WEFC7	0,607	0,361	Valid
WEFC8	0,596	0,361	Valid

Source: SPSS version 25 (2026)

Based on the table above, the final SPSS output results for the variables Work Experience (X1), Job Training (X2), Work Effectiveness (X3), and Work Efficiency (Y) can be observed following the statistical analysis. The validity test results indicate that all eight statement items for the Work Efficiency variable are valid, as each possesses a calculated r-value exceeding the r-table value of 0.361 ($df = n - 2 = 30 - 2 = 28$) at a 5% significance level; consequently, all statement items are suitable for use as research instruments to measure the Work Efficiency variable (Y).

Table 2. Results of the Reliability Test of Work Experience, Job Training, Work Effectiveness, Work Efficiency

Variable	Cronbach Alpha	Description
Work Experience (X1)	0,946	Reliable
Job Training (X2)	0,962	Reliable
Work Effectiveness (X3)	0,941	Reliable
Work Efficiency (Y)	0,713	Reliable

Source: SPSS version 25 (2026)

Referring to Table 2, the results of the reliability test conducted on all research variables using the Cronbach's Alpha method indicate the following: the Work Experience variable (X1) obtained a Cronbach's Alpha value of 0.946; the Job Training variable (X2), 0.962; the Work Effectiveness variable (X3), 0.941; and the Work Efficiency variable (Y), 0.713. All Cronbach's Alpha values exceeded the minimum reliability threshold of 0.60; therefore, all research variables are deemed reliable. This demonstrates that the research instrument possesses a satisfactory level of consistency and is suitable for use as a data collection tool in this study.

Normality Test Results

Table 3. Kolmogorov-Smirnov Test Results

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.29212570
Most Extreme Differences	Absolute	.100
	Positive	.074
	Negative	-.100
Test Statistic		.100
Asymp. Sig. (2-tailed)		.200 ^d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: SPSS version 25 (2026)

Referring to Table 3. above, it is known that the results of the Kolmogorov-Smirnov test have a significance value of $0.200 > 0.05$ so it can be concluded that the data tested is normally distributed.

Multicollinearity Test Results (Tolerance and VIF)

Table 4. Multicollinearity Test Results

Coefficients ^a		
Collinearity Statistics		
Model	Tolerance	VIF
1 (Constant)		
Work Experience	0,928	1,077
Job Training	0,599	1,670
Work Effectiveness	0,599	1,670

a. Dependent Variable: Work Efficiency

Source: SPSS version 25 (2026)

Referring to Table 4, the results of the multicollinearity test for the variables Work Experience (X1), Job Training (X2), and Work Effectiveness (X3) can be observed. The test results indicate that the Work Experience (X1) variable has a Tolerance value of 0.928 and a Variance Inflation Factor (VIF) of 1.077. The Job Training (X2) variable has a Tolerance value of 0.599 and a VIF of 1.670, while the Work Effectiveness (X3) variable also has a Tolerance value of 0.599 and a VIF of 1.670.

Heteroscedasticity Test Results (Glejser)

Table 5. Glejser Heteroscedasticity Test Results

Coefficients ^a					
Unstandardized Coefficients			Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	1.083	1.174		.922	.365
Work Experience	-.007	.023	-.063	-.313	.757
Job Training	.009	.019	.122	.483	.633
Work Effectiveness	-.006	.024	-.061	-.243	.810

a. Dependent Variable: Abs_res

Source: SPSS version 25 (2026)

Referring to Table 5. above, the results of the Glejser test above, the significance value of the three independent variables is > 0.05 , so it can be concluded that there is no heteroscedasticity.

Multiple Linear Regression Test Results

Table 6. Multiple Linear Regression Test Results

Unstandardized Coefficients			Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	11.575	2.233		5.184	.000
Work Experience	.108	.044	.204	2.445	.022
Job Training	.213	.035	.626	6.042	.000
Work Effectiveness	.125	.045	.288	2.779	.010

Source: SPSS version 25 (2026)

Referring to Table 6, the regression equation for the above values is:

$$Y = 11.575 + 0.108 X1 + 0.213 X2 + 0.125 X3 + e$$

1. Constant (α) = 11.575
The constant value of 11.575 indicates that if the variables Work Experience (X1), Job Training (X2), and Work Effectiveness (X3) are assumed to be 0 (zero), then Work Efficiency (Y) is estimated to be 11.575 units.
2. $\beta_1 = 0.108$
If the Work Experience (X1) variable increases by 1 unit, then Work Efficiency (Y) is estimated increase by 0.108 units, assuming the variables Job Training (X2) and Work Effectiveness (X3) remain constant.

3. $\beta_2 = 0.213$
If the Job Training (X2) variable increases by 1 unit, then Work Efficiency (Y) is estimated to increase by 0.213 units, assuming the variables Work Experience (X1) and Work Effectiveness (X3) remain constant.
4. $\beta_3 = 0.125$
If the Work Effectiveness (X3) variable increases by 1 unit, then Work Efficiency (Y) is estimated to increase by 0.125 units, assuming the variables Work Experience (X1) and Job Training (X2) remain constant.

Hypothesis Testing

Partial Test Results (t-Test)

Table 7. Partial Test Results (t-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11.575	2.233		5.184	.000
Work Experience	.108	.044	.204	2.445	.022
Job Training	.213	.035	.626	6.042	.000
Work Effectiveness	.125	.045	.288	2.779	.010

Source: SPSS version 25 (2026)

Referring to Table 7, it is known that the independent variables influence each other on the dependent variable. With a sample size of 30 respondents, the t-table value is 2.056 ($df = n - k = 30 - 4 = 26$, $\alpha = 0.05$).

1. The effect of Work Experience (X1) on Work Efficiency (Y)
The calculated t-value for the Work Experience variable is 2.445 ($> t$ -table 2.056) and the significance value is 0.022 (< 0.05); therefore, H_a is accepted and H_0 is rejected. Thus, Work Experience has a positive and significant effect on Work Efficiency.
2. The effect of Work Training (X2) on Work Efficiency (Y)
The calculated t-value for the Work Training variable is 6.042 ($> t$ -table 2.056) and the significance value is 0.000 (< 0.05); therefore, H_a is accepted and H_0 is rejected. Thus, Work Training has a positive and significant effect on Work Efficiency.
3. The effect of Work Effectiveness (X3) on Work Efficiency (Y)
The calculated t-value for the Work Effectiveness variable is 2.779 ($> t$ -table 2.056) and the significance value is 0.010 (< 0.05); therefore, H_a is accepted and H_0 is rejected. Thus, Work Effectiveness has a positive and significant effect on Work Efficiency.

Simultaneous Test Results (F-Test)

Table 8. Simultaneous Test Results (F-Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	241.049	3	80.350	43.147	.000 ^b
	Residual	48.418	26	1.862		
	Total	289.467	29			

a. Dependent Variable: Work Efficiency

b. Predictors: (Constant), Work Effectiveness, Job Training, Work Experience

Source: SPSS version 25 (2026)

Based on the ANOVA results in the table above, the calculated F-value is 43.147, with a significance value (Sig.) of 0.000. At a 5% significance level ($\alpha = 0.05$), this value is less than 0.05 ($0.000 < 0.05$); therefore, H_0 is rejected and H_a is accepted. Thus, it is concluded that Work Experience, Job Training, and Work Effectiveness simultaneously have a positive and significant effect on Work Efficiency, indicating that the three independent variables collectively explain the variations in the Work Efficiency variable.

Determination Test Results

Table 9. Determination Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.913 ^a	.833	.813	1.365

a. Predictors: (Constant), Work Effectiveness, Job Training, Work Experience

Source: SPSS version 25 (2026)

Based on the coefficient of determination test results in the table above, an R-value of 0.913 was obtained, indicating that the relationship between the variables of Work Experience, Job Training, and Work Effectiveness and the variable of Work Efficiency falls into the "very strong" category. The R-Square (R^2) value of 0.833 indicates that 83.3% of the variation in Work Efficiency can be explained by the variables of Work Experience, Job Training, and Work Effectiveness combined. Meanwhile, the remaining 16.7% is explained by other variables not examined in this study. Furthermore, the Adjusted R-Square value of 0.813 indicates that, after adjusting for the number of independent variables and the sample size, 81.3% of the variation in Work Efficiency can still be explained by the regression model, while 18.7% is influenced by factors outside the research model. Thus, it can be concluded that the regression model employed possesses excellent capability in explaining the influence of Work Experience, Job Training, and Work Effectiveness on Work Efficiency.

Discussion

The Influence Work Experience on the Work Efficiency

Based on the partial test (t-test) results conducted in this study, the Work Experience variable yielded a calculated t-value of 2.445 with a significance level of 0.022. As this significance value is lower than the established threshold of $\alpha = 0.05$, it can be concluded that Work Experience has a positive and significant effect on employee work efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch. This indicates that an employee's work experience plays a crucial role in enhancing their ability to complete tasks more quickly, accurately, and efficiently, in alignment with the targets set by the company. Work experience represents the accumulation of knowledge, skills, and abilities acquired through direct involvement in a job over a specific period. According to Wibowo (2021), an individual's work experience helps improve their ability to complete tasks, understand work procedures, and reduce the incidence of errors. The more experience an employee possesses, the better their ability to utilize time, effort, and resources optimally, thereby increasing work efficiency. This view is supported by Sedarmayanti (2017), who states that work experience enhances an employee's proficiency, skills, and capabilities in performing their duties. With adequate experience, an employee can more easily adapt to the work environment, understand the company's operational procedures, and complete tasks effectively and efficiently.

Analysis of the respondents' answers indicates that all indicators for the "Work Experience" variable met validity criteria, with calculated r-values exceeding the critical r-value (0.361); consequently, all questionnaire items were deemed valid. Furthermore, reliability testing yielded a Cronbach's Alpha coefficient of 0.946, signifying a very high level of reliability for the Work Experience instrument. These results demonstrate that the indicators used to measure work experience effectively reflect the actual experience possessed by employees at the Muara Bungo branch of PT. Barindo Abadi Semesta. In the context of actual operations, these findings align with the company's situation, where work experience serves as a crucial factor in supporting employee work efficiency. Employees with experience relevant to their specific roles tend to better understand unit repair processes, complete tasks in accordance with company operational standards, and minimize errors during work execution. Conversely, employees with limited work experience require longer adaptation periods, resulting in less-than-optimal task completion. Therefore, substantial work experience helps the company enhance productivity while optimizing the use of time, effort, and resources across all operational activities.

The analysis of respondent answers indicates that the indicator with the lowest mean score (4.03) corresponds to the statement, "I have mastered the work procedures relevant to my duties." This suggests that some employees feel their command of work procedures is not yet fully optimal. Such a situation highlights an opportunity for the company to enhance employee understanding of standard operating procedures through continuous guidance, mentoring, and training, ensuring that every employee can perform their tasks in accordance with established protocols. Meanwhile, the indicator with the highest mean score (4.33) corresponds to the statement, "Experience makes me calmer when facing difficult situations." This indicates that the majority of respondents feel their work

experience boosts their self-confidence and composure when dealing with various challenges in the field. The experience gained on the job assists employees in making sound decisions, minimizing errors, and completing tasks more effectively and efficiently. These findings align with theories proposed by Wibowo (2021) and Sedarmayanti (2017), which state that the greater an individual's work experience, the better their ability to perform tasks effectively and efficiently. Thus, the results reinforce the conclusion that work experience is a factor capable of enhancing employee work efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch.

The Influence Job Training on the Work Efficiency

Based on the partial test (t-test) results from this study, the Job Training variable yielded a calculated t-value of 6.042 with a significance level of 0.000. As this significance value is lower than the established threshold of $\alpha = 0.05$, it can be concluded that Job Training has a positive and significant effect on employee work efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch. This indicates that the job training provided by the company plays a crucial role in enhancing employees' ability to perform their tasks more effectively, accurately, and efficiently in accordance with the company's operational standards. Job training is a learning process designed to enhance employees' knowledge, skills, and abilities, enabling them to perform their work more effectively. According to Wibowo (2021), job training is a learning process aimed at improving employees' knowledge, skills, and abilities so that they can carry out their work more effectively and efficiently. Through training, employees gain a better understanding of work procedures, reduce error rates, and complete tasks more optimally. This view is supported by Sedarmayanti (2017), who states that job training is an activity conducted to enhance employees' knowledge, skills, abilities, and attitudes, thereby enabling them to perform their work professionally. Thus, job training serves as a company initiative to improve the quality of human resources and foster higher levels of work efficiency.

The analysis of respondent answers above indicates that the indicator with the lowest mean score (4.10) corresponds to the statement, "The training method is easy to understand and apply." This suggests that some employees still find the training delivery method somewhat difficult to grasp or implement in their daily work. Consequently, there is room for the company to enhance the effectiveness of its training methods—for instance, by incorporating more hands-on fieldwork, work simulations, or post-training mentoring—to ensure the material is more easily understood and applied by all employees. Meanwhile, the indicator with the highest mean score (4.47) corresponds to the statement, "Training evaluation results provide input for my subsequent actions." This indicates that the majority of respondents view post-training evaluations as beneficial for refining their work methods and improving their task performance. Such evaluations help employees identify their remaining shortcomings, enabling continuous improvement that boosts work quality and efficiency, ultimately leading to increased operational efficiency within the company.

The results of this study align with the theories proposed by Wibowo (2021) and Sedarmayanti (2017), which explain that job training is a crucial factor in enhancing employees' work capabilities, productivity, and work efficiency. The better the training provided by the company, the greater the employees' ability to produce high-quality work while utilizing time, effort, and costs more efficiently. Based on the overall research findings, it can be concluded that job training has a positive and significant impact on employee work efficiency at PT. Barindo Abadi Semesta (Muara Bungo Branch). Therefore, the company is expected to continue implementing training programs that are sustainable, targeted, and aligned with job requirements, thereby enhancing employee competence and enabling them to contribute optimally to improving the company's work efficiency.

The Influence Work Effectiveness on the Work Efficiency

Based on the partial (t-test) results of this study, the Work Effectiveness variable yielded a calculated t-value of 2.779 with a significance level of 0.010. As this significance value is lower than the threshold of $\alpha = 0.05$, it can be concluded that Work Effectiveness has a positive and significant impact on employee Work Efficiency at PT. Barindo Abadi Semesta (Muara Bungo Branch). This demonstrates that employee work effectiveness plays a crucial role in achieving work efficiency; employees who complete tasks according to targets, on schedule, and in compliance with company standards facilitate more optimal work processes. The analysis of respondent responses reveals that the lowest mean score (4.03) applies to several statements: "I complete work on time," "My work results meet company standards," "I utilize work time effectively," "I am able to complete tasks according to priorities," and "Work objectives are achieved according to plan." This indicates that certain aspects of work effectiveness require improvement—specifically regarding timely task completion, optimal use of work time, prioritization of tasks, meeting targets as planned, and consistency in producing work that meets company standards. These findings suggest

that the company needs to implement improvements through better time management, proportional workload distribution, and enhanced coordination during work execution to ensure established targets are optimally achieved.

Meanwhile, the highest mean score (4.27) was recorded for the statement "I collaborate effectively with colleagues." This indicates that the majority of respondents perceive collaboration among colleagues as functioning well. Harmonious working relationships, effective communication, and a spirit of mutual assistance in completing tasks are factors that foster work effectiveness at PT. Barindo Abadi Semesta (Muara Bungo Branch). Effective teamwork also accelerates task completion and minimizes errors within work processes. Theoretically, high work effectiveness positively impacts work efficiency, as employees are able to complete tasks according to targets without wasting time, effort, or company resources. These research findings align with the theories proposed by Robbins and Coulter (2021) and Sedarmayanti (2017), which state that the optimal achievement of work goals is a key indicator of enhanced organizational efficiency. When employees work effectively, productivity rises, error rates are minimized, and the utilization of company resources becomes more efficient, thereby enabling the organization to achieve its goals to the fullest extent.

Based on the overall research findings, it can be concluded that work effectiveness has a positive and significant impact on employee work efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch. Therefore, the company is expected to continue enhancing work effectiveness by establishing clear work targets, assigning tasks based on employee competencies, improving inter-departmental coordination, and maintaining continuous supervision. Through these measures, employees will be able to work more effectively, thereby allowing the company's work efficiency to be further improved.

The Influence Work Experience, Job Training and Work Effectiveness on the Work Efficiency

Based on the F-test results conducted in this study, the calculated F-value was 43.147 with a significance level of 0.000. This significance value is lower than the threshold of $\alpha = 0.05$; therefore, it can be concluded that the variables of Work Experience, Job Training, and Work Effectiveness simultaneously exert a positive and significant influence on employee Work Efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch. This indicates that these three variables collectively make a crucial contribution to enhancing employee work efficiency; thus, the better the employees' work experience, job training, and work effectiveness, the higher the level of work efficiency achieved. Based on the simultaneous test (F-test) results, a calculated F-value of 43.147 was obtained with a significance level of 0.000. This value is below the significance threshold of $\alpha = 0.05$, leading to the conclusion that Work Experience, Job Training, and Work Effectiveness simultaneously have a positive and significant impact on Work Efficiency at PT. Barindo Abadi Semesta, Muara Bungo Branch. Furthermore, the Adjusted R-Square value of 0.813 indicates that 81.3% of the variation in Work Efficiency can be explained by these three variables, while the remaining 18.7% is influenced by factors outside the scope of this study.

Based on the analysis of respondent answers regarding the Work Experience variable, the indicator with the lowest mean (4.03) corresponds to the statement "I have mastered the work procedures relevant to my duties," while the indicator with the highest mean (4.33) corresponds to the statement "Experience makes me calmer when facing difficult situations." This suggests that work experience has helped employees become more confident and capable of handling various issues in the field, although understanding of work procedures still requires further improvement to ensure all tasks are executed in accordance with the company's operational standards. Regarding the Job Training variable, the indicator with the lowest mean (4.10) corresponds to the statement "The training methods are easy to understand and apply," while the indicator with the highest mean (4.47) corresponds to the statement "Training evaluation results serve as input for me to take action." These results indicate that the training provided by the company has yielded tangible benefits in enhancing employees' work capabilities. Nevertheless, the training delivery methods still require refinement to ensure the material is easier to comprehend and can be optimally applied in day-to-day work activities.

Meanwhile, regarding the Work Effectiveness variable, the lowest mean score (4.03) was observed for statements concerning the timely completion of work, adherence to work standards, utilization of work time, task completion based on priorities, and the achievement of work objectives according to plan. Conversely, the highest mean score (4.27) was recorded for the statement "I collaborate effectively with my colleagues." This indicates that while employee collaboration is functioning well, the company still needs to improve effectiveness in time management, target achievement, and task completion to further optimize work efficiency. Overall, the research findings demonstrate that work experience, job training, and work effectiveness complement one another in enhancing employee work efficiency. Employees with solid work experience find it easier to understand their roles, and job training boosts necessary competencies and skills, while work effectiveness ensures that tasks are completed

on target, on time, and in accordance with company standards. If these three factors are simultaneously improved, field work efficiency at PT. Barindo Abadi Semesta (Muara Bungo Branch) will increase, enabling the company to achieve its operational targets more optimally.

CONCLUSION

Based on the research results, it can be concluded that work experience has a positive and significant effect on work efficiency. Work training has a positive and significant effect on work efficiency. Work effectiveness has a positive and significant effect on work efficiency. Work experience, work training, and work effectiveness simultaneously have a positive and significant effect on work efficiency. Based on the research findings regarding the influence of work experience, job training, and work effectiveness on work efficiency, the following recommendations are proposed; the company is encouraged to enhance employees' work experience through job rotation, the assignment of responsibilities aligned with their capabilities, and mentoring by more experienced staff. These measures are expected to improve work capabilities, thereby optimizing employee work efficiency. The company is advised to conduct job training programs regularly, systematically, and in accordance with job requirements. Training content should be tailored to technological advancements, work procedures, and necessary competencies to enable employees to work more effectively and efficiently. The company needs to improve work effectiveness through clear task allocation, the setting of realistic work targets, continuous supervision, and periodic performance evaluations. This approach ensures that employees complete tasks on time and in accordance with established standards, leading to sustained improvements in work efficiency. Future researchers are encouraged to expand upon this study by incorporating other variables that may influence work efficiency, such as work motivation, leadership, work environment, compensation, work discipline, or job satisfaction. Additionally, research could be conducted in different companies or sectors with larger sample sizes to broaden the scope of the findings and provide a basis for comparison.

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