ANALYSIS OF EXPERIENCE, MANAGEMENT CONTROL SYSTEM, ORGANIZATIONAL CULTURE, BURNOUT AND WORK ENVIRONMENT ON HR PERFORMANCE IN UMKM BATIK BAKARAN JUWANA

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Abstract
The research was conducted with the aim of analyzing experience, creativity, responsibility, commitment and work stress on HR performance in Batik Bakaran Juwana SMEs. Data was collected through observation, document analysis, and distributing questionnaires. The data analysis method was carried out using quantitative methods using saturated sampling techniques with 96 employee respondents. The analysis used is multiple regression analysis with the help of the SPSS program. The results showed that first, the experience variable had no positive and significant effect on performance, the second variable creativity had no positive and significant effect on performance, the third variable responsibility had no positive and significant effect on performance, the fourth variable commitment had a positive and significant effect on performance and variables Fifth, work stress has a positive and significant effect on performance.

Keyword:
Experience, Creativity, Responsibility, Commitment, Workstress, Performance
INTRODUCTION

Micro, Small and Medium Enterprises or SMEs are small businesses run by one person or a small group of people with their own money and income. According to Dewi et al. (2018), MSMEs play an important role as economic builders and encourage economic growth in Indonesia. In addition, the MSME sector can contribute to creating jobs and reducing unemployment in Indonesia.

The Indonesian government is currently continuing to carry out various programs to encourage the development and growth of MSMEs, such as empowerment, funding, financing, facilities and infrastructure and MSME partnerships which have been regulated in Law no. 20 of 2008 concerning MSMEs. Indonesia also has a special department that handles SMEs, namely the Ministry of Cooperatives and SMEs. According to the Indonesian Ministry of Cooperatives and SMEs in 2019, MSMEs account for around 99.99 percent (62.9 million units) of the total Indonesian business actors, while large corporations account for 0.01 percent or around 5,400 units (Haryanti and Hidayah, 2019).

As part of an economic actor entity, SMEs have a large role in the economy of a country. Especially for developing countries to overcome unemployment. Due to their ability to absorb large numbers of workers in both urban and rural areas, small and medium enterprises (SMEs) play an important role in national economic development.

The following is a table of Employee Performance for SMEs Batik Bakaran Juwana for the last 5 years from 2017-2021.

### Table 1 Data SMEs Batik di Juwana

1. **Batik Miss Misih (Home-Based - 27 Employees)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Target for</th>
<th>Mode of selling targets</th>
<th>sold</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>200 Pcs</td>
<td>150 Pcs</td>
<td>200 Pcs</td>
</tr>
<tr>
<td>2018</td>
<td>250 pcs</td>
<td>175 Pcs</td>
<td>250 Pcs</td>
</tr>
<tr>
<td>2019</td>
<td>300 Pcs</td>
<td>250 Pcs</td>
<td>280 Pcs</td>
</tr>
<tr>
<td>2020</td>
<td>300 Pcs</td>
<td>200 Pcs</td>
<td>300 Pcs</td>
</tr>
<tr>
<td>2021</td>
<td>220 Pcs</td>
<td>200 Pcs</td>
<td>220 Pcs</td>
</tr>
</tbody>
</table>

*Source: Batik MSME owner, Miss Misih*

2. **Batik Miss Suparni (Home-Based - 21 Employees)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Target for</th>
<th>Mode of selling targets</th>
<th>sold</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>84 Pcs</td>
<td>85 Pcs</td>
<td>85 Pcs</td>
</tr>
<tr>
<td>2018</td>
<td>100 pcs</td>
<td>120 Pcs</td>
<td>120 Pcs</td>
</tr>
<tr>
<td>2019</td>
<td>160 Pcs</td>
<td>180 Pcs</td>
<td>180 Pcs</td>
</tr>
<tr>
<td>2020</td>
<td>150 Pcs</td>
<td>130 Pcs</td>
<td>130 Pcs</td>
</tr>
<tr>
<td>2021</td>
<td>100 Pcs</td>
<td>120 Pcs</td>
<td>120 Pcs</td>
</tr>
</tbody>
</table>

*Source: Batik MSME owner, Miss Suparni*

3. **Batik Miss Ninuk (Home-Based - 48 Employees)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Target for</th>
<th>Mode of selling targets</th>
<th>sold</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>3960 pcs</td>
<td>3940 pcs</td>
<td>3940 pcs</td>
</tr>
<tr>
<td>2018</td>
<td>4000 pcs</td>
<td>3960 pcs</td>
<td>3960 pcs</td>
</tr>
<tr>
<td>2019</td>
<td>4500 pcs</td>
<td>4550 pcs</td>
<td>4550 pcs</td>
</tr>
<tr>
<td>2020</td>
<td>3200 pcs</td>
<td>3150 pcs</td>
<td>3150 pcs</td>
</tr>
<tr>
<td>2021</td>
<td>2500 pcs</td>
<td>2400 pcs</td>
<td>2400 pcs</td>
</tr>
</tbody>
</table>

*Source: Batik MSME owner, Miss Ninuk*
Based on the performance assessment table above, from the three Batik SMEs in Juwana, namely Batik Mrs. Ninuk-Nardi who has a lot of sales because of the three MSMEs, Mrs. Ninuk-Nardi owns a shop and also has a warehouse. In terms of processing or making batik, Ms. Ninuk-Nardi is faster than these 2 SMEs. Because these 2 SMEs are still made at home.

In general, businesses are more likely to hire experienced people. Siti Fatimah's analysis (2021) of the effect of commitment, work experience, and work motivation on the performance of MSME employees in SMEs Sapu Ijuk Manggis Village in 2021 reveals that motivational variables have a negative effect on employee performance, while commitment and work experience have a negative effect on employee performance, positive effect on employee performance.

This is supported by research on the effect of work effectiveness, work stress, and work experience on HR performance in Wijirejo Village batik SMEs, it was found that HR performance in Wijirejo Village batik SMEs was positively influenced by these factors.

Based on the background above, the problems that exist in Batik Bakaran Juwana SMEs, namely Batik Bakaran Juwana SMEs and Mrs. Suparni, are SMEs whose employees still work at home, lack of human resources, lack of work commitment so that the performance of human resources is lacking and many are did not meet the target customer. From this problem, the formulation of the problem in this study is Experience Analysis, Creativity, Responsibility, Commitment and Work Stress on HR Performance in Batik Bakaran Juwana SMEs

**LITERATURE REVIEW**

**Experience**

Experience, according to Manullang (2008), is very important in the recruitment process. Experience can show what future workers will accomplish. When an applicant applies, experience can show what he or she can do. During the hiring process, skills and experience are always considered. In general, businesses are more likely to hire experienced people.

**Creativity**

According to Supriadi (2005) explains that a person's ability to create something new, both in the form of ideas and concrete works that are somewhat different from what already exists, is called creativity. Creativity is a high-level thinking ability that involves increasing thinking skills and is characterized by success, change.

**Responsibility**

Kusumadilaga (2010) explains that responsibility is a means by which organizations can voluntarily incorporate social and environmental concerns into their operations and interactions with stakeholders that go beyond the legal responsibilities of the organization.

**Commitment**

The definition of employee commitment according to Robbins (2003) work attitude that reflects how everyone feels about the company where they work is known as organizational commitment. Mowdey et al. in Ansel & Wijono (2012), on the other hand, defines organizational commitment as the relative strength of an individual in identifying his involvement with part of the organization, which is reflected in his acceptance of organizational values and goals, willingness to work very hard, and the desire to remain a member.
Work Stress
The definition of employee commitment according to Robbins (2003) work attitude that reflects how everyone feels about the company where they work is known as organizational commitment. Mowdey et al. in Ansel & Wijono (2012), on the other hand, defines organizational commitment as the relative strength of an individual in identifying his involvement with part of the organization, which is reflected in his acceptance of organizational values and goals, willingness to work very hard, and the desire to remain a member.

Employee Performance
According to Hasibuan (2002) implementation is the result of work done by someone in carrying out their obligations on expertise, effort and opportunity. According to Dwiyanto (2019), Mangkunegara, performance is the overall result of an employee's work in quantity and quality when he completes tasks in accordance with the responsibilities assigned.

RESEARCH METHOD
The type of research used is quantitative research mostly carried out using statistical methods used to collect quantitative data from research studies. The population in this study were UMKM Batik Bakaran Juwana employees, which consisted of 3 Batik SMEs, namely Batik Bu Misih, Mrs. Suparni and Mrs. Ninuk with a total of 96 employees. The sampling technique uses a survey method. Where data collection techniques in this study using a research questionnaire. The data analysis technique used is multiple linear regression analysis with the help of the SPSS 26 program.

RESULT AND DISCUSSION
Multiple Linear Regression Analysis Test
Multiple regression test is a test conducted to explain the relationship between two or more independent variables on the dependent variable. (Ghazali, 2006:86). The results of multiple linear regression analysis tests in this study can be seen below:

Table 2 Multiple Linear Regression Test Results

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficientsa</th>
<th>B</th>
<th>Std. Error</th>
<th>Beta</th>
<th>T</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>I (Constant)</td>
<td>4,673</td>
<td>3,154</td>
<td>1.482</td>
<td>.142</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pengalaman</td>
<td>-169</td>
<td>.162</td>
<td>-0.068</td>
<td>-1.040</td>
<td>.301</td>
<td></td>
</tr>
<tr>
<td>Kreativitas</td>
<td>.159</td>
<td>.113</td>
<td>.176</td>
<td>1.761</td>
<td>.082</td>
<td></td>
</tr>
<tr>
<td>Responsibilitas</td>
<td>.154</td>
<td>.083</td>
<td>.215</td>
<td>1.855</td>
<td>.067</td>
<td></td>
</tr>
<tr>
<td>Komitmen</td>
<td>.568</td>
<td>.127</td>
<td>.474</td>
<td>4.444</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>Setes kerja</td>
<td>.167</td>
<td>.029</td>
<td>.252</td>
<td>5.720</td>
<td>.000</td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary data processed, 2023

Based on table 2, the multiple linear regression equation can be obtained as follows:

\[ Y = 4,673 - 0,169X1 + 0,199X2 + 0,154X3 + 0,566X4 + 0,167 + e \]

Information:
\( Y \) = Performance
\( X1 \) = Experience
X2 = Creativity  
X3 = Responsibilities  
X4 = Commitment  
X5 = work stress  
Y = Performance  
E = Error

The regression equation above can be explained as follows:
1) If the constant is 4.673, then the performance value (Y) is 4.673 if there is no experience (X1), creativity (X2), responsibility (X3), commitment (X4), or work stress (X5).
2) Based on the experience regression coefficient (X1), namely -0.169, performance will decrease by -0.169 for every increase of one experience value.
3) The coefficient of adequacy relapse (X2) is 0.199 which states that every time there is an increase in viability of 1, the presentation value will increase by 0.199.
4) The regression coefficient of creativity (X2) is 0.199 indicating that the performance value will increase by 0.199 for each additional effectiveness.
5) The regression coefficient of responsibility (X3) is 0.154 which indicates that the performance value will increase by 0.199 for each additional responsibility.
6) The commitment regression coefficient (X4) is 0.566 which indicates that the performance value will increase by 0.566 for each additional commitment.
7) The work stress regression coefficient (X5) is 0.167 which indicates that the performance value will increase by 0.167 for each additional work stress.

T Test

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>T</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>1.482</td>
<td>.142</td>
</tr>
<tr>
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<td>-1.040</td>
<td>.301</td>
</tr>
<tr>
<td>Kreativitas</td>
<td>1.761</td>
<td>.082</td>
</tr>
<tr>
<td>Responsibili</td>
<td>1.856</td>
<td>.067</td>
</tr>
<tr>
<td>Komitmen</td>
<td>4.444</td>
<td>.000</td>
</tr>
<tr>
<td>Setres kerja</td>
<td>5.720</td>
<td>.000</td>
</tr>
</tbody>
</table>

a. Dependent Variable: kinerja

Based on table 3 shows that there is a partial relationship between the variables X1, X2, X3, X4, X5 to Y. Thus the hypothesis test can be assumed as follows:

a) The tcount value is -1.040, the ttable value is 0.677, and the significance level is greater than or equal to 0.05. The research hypothesis (H1) is rejected, which indicates that the experience variable (X1) has no positive and significant effect on performance (Y).
b) The tcount value is 1.761, the ttable value is 0.677, and the significance level is 0.082 which is greater than 0.05. The research hypothesis (H2) is rejected,
which indicates that the creativity variable (X2) has no positive and significant effect on performance (Y).

c) It is known that tcount is 1.761 > ttable 0.677 with an interest value of 0.082 > 0.05. The research hypothesis (H3) is rejected which shows that the variable Responsibility (X3) has no positive and significant effect on performance (Y).

d) It is known that tcount is 4.444 and ttable is 0.677 with a significance level of 0.000 0.05. The research hypothesis (H4) can be concluded correctly, indicating that the commitment variable (X4) has a positive and significant effect on performance (Y).

e) It is known that the value of tcount is 5.720 > ttable which is 0.677 with an importance value of 0.000 > 0.05. It can be assumed that the speculation (H5) in this study is recognized, and that means that there is a positive and massive impact from the work pressure variable (X5) on performance (Y).

CONCLUSION

From the results of the hypothesis testing that the authors did before, the conclusions in this study are as follows: a) Experience has no positive and insignificant effect on the performance of UMKM Batik Bakaran Juwana human resources. b) Creativity does not have a positive and significant effect on the performance of UMKM Batik Bakaran Juwana human resources. c) Responsibility does not have a positive and significant effect on the performance of UMKM Batik Bakaran Juwana human resources. d) Commitment has a positive and significant effect on the Performance of UMKM Batik Bakaran Juwana HR Performance. e) Work stress has a positive and significant effect on the Performance of UMKM Batik Bakaran Juwana HR Performance.

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