
The Influence of Training and Work Experience on the Performance of Firefighters in the Banjar District Fire and Rescue Department

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Abstract

This research was conducted with the aim of analyzing the influence of training and work experience on the performance of firefighters at the Banjar Regency Fire Department, both simultaneously, partially and dominantly. The type of research carried out was correlational which emphasized statistical tests of multiple linear regression analysis obtained from the results of questionnaires submitted to 73 respondents. This research can be concluded that training and work experience simultaneously have a significant effect on the performance of firefighters at the Banjar Regency Fire Department. Partial training has a significant effect on the performance of firefighters at the Banjar Regency Fire Department, while work experience has no significant effect on the performance of firefighters at the Banjar Regency Fire Department. The variables in this study were proven to have a dominant influence on the performance of firefighters at the Banjar Regency Fire Department.

Keywords: Training, Work Experience, Firefighter Performance

1. Introduction

Human resources (HR) are crucial in government agencies, playing a pivotal role in realizing their visions and missions. Competent and qualified HR can effectively execute tasks, contributing to the efficient and effective functioning of government institutions. Quality HR can aid in achieving set goals and targets while providing satisfactory public services.

Effective and sustainable HR management is vital for enhancing HR quality and competency, thereby optimizing their contribution to government agencies. The increasing competitiveness in the workforce compels government institutions to continuously enhance their performance, necessitating highly skilled and experienced employees.

Firefighters' performance is essential in safeguarding communities from fire hazards. Their ability to swiftly and efficiently extinguish fires can prevent casualties and material losses. Firefighting is a high-risk profession requiring adequate knowledge, skills, and readiness to tackle various fire incidents and hazards.

Training and work experience significantly influence firefighters' performance. Training provides essential knowledge and skills, covering firefighting techniques, first aid,

communication, and resource management. Work experience enhances firefighters' professionalism and proficiency in executing their duties.

In conclusion, both training and work experience significantly impact firefighters' performance, with well-trained and experienced personnel demonstrating better performance. Challenges in optimal implementation of training and work experience include limited budget allocations and shortages of expert trainers in fire departments, as observed in the Banjar District Fire and Rescue Department.

Based on the existing phenomenon and issues, the research question related to The Influence of Training and Work Experience on the Performance of Firefighters in the Banjar District Fire and Rescue Department, is:

1. Do training and work experience significantly influence the performance of firefighters simultaneously at the Banjar District Fire and Rescue Department?
2. Do training and work experience significantly influence the performance of firefighters partially at the Banjar District Fire and Rescue Department?
3. Which variable has the dominant influence on the performance of firefighters at the Banjar District Fire and Rescue Department?

2. Literature Review

2.1 Human Resource Management

Human Resource Management (HRM) is a systematic process for planning, recruiting, developing, and maintaining human resources (HR) within an organization. HRM aims to ensure that the HR within the organization can work effectively and efficiently to achieve organizational goals. (Afandi, 2018)

According to Bangun (2019), HRM is a process to acquire, train, assess, compensate, and organize relationships, health and safety, as well as justice issues possessed by workers in the organization. According to Hasibuan (2018), HRM is the science and art of managing relationships and roles of labor to effectively and efficiently assist in achieving the goals of the company, employees, and society. According to Fahmi (2019), HRM is a system aimed at influencing attitudes, behaviors, and performance of employees to enable them to make optimal contributions towards achieving company objectives.

2.2 Training

Training is a systematic process aimed at enhancing employees' knowledge, skills, and attitudes to achieve organizational goals. Training can be conducted in various forms, such as seminars, workshops, e-learning, and on-the-job training. (Yusuf & Suwarno, 2018) Training is crucial for companies as it can help improve employee performance, job satisfaction, career development, and the competitiveness of the company.

According to Timple (2019), training is a systematic process aimed at enhancing employees' knowledge, skills, and attitudes to achieve organizational goals. According to Hasibuan (2018), training is a process to enhance employees' work abilities through mastering new knowledge,

skills, and attitudes. According to Simanjuntak, Widodo, & Suparno (2019), training is a process aimed at improving employees' knowledge, skills, and attitudes in carrying out their tasks.

From these definitions, it can be concluded that training is a systematic process aimed at enhancing employees' knowledge, skills, and attitudes to achieve organizational goals.

2.3 Work Experience

Work experience is an essential component in the process of developing one's skills, but it also depends on education and training.

This experience and training are gained through a period of employment. Through work experience, individuals consciously or unconsciously learn, eventually acquiring technical proficiency and job skills. Additionally, with work experience and training undertaken by employees, they will find it easier to complete every task assigned to them. Work experience in similar jobs needs to be considered in workforce placement. The reality is that the longer an employee works, the more work experience they gain. Conversely, the shorter the employment period, the less work experience is obtained.

Work experience greatly contributes to work skills and proficiency. Conversely, limited work experience results in low levels of skills and proficiency (Nawawi, 2018). Work experience is the primary asset for an employee to pursue a particular field of work, especially for institutions that prioritize specific talents or abilities of an employee. Experienced employees will find it easier to complete tasks compared to those with less work experience (Ivancevich, 2019).

Work experience is one of the most important factors in improving employee performance both quantitatively and qualitatively. Many people say that experience is the best teacher, and this also applies to employees' work experience within an institution. Work experience is the main asset for an individual to venture into a specific field. Employees who have work experience will develop expertise in their field, resulting in faster completion of tasks. Institutions with relatively low output turnover, such as home industries, tend to prioritize work experience over completed education (Ivancevich, 2019).

2.4 Employee Performance

Performance is the result of work achieved by an individual or a group of people in carrying out their tasks according to the responsibilities assigned to them. Performance can be measured from various aspects, such as quantity, quality, time, and cost.

According to Mangkunegara (2019), performance is the quality and quantity of work achieved by an individual in carrying out their tasks according to the responsibilities assigned to them. According to Manullang (2018), performance is the level of achievement that can be attained by an individual, group, or organization.

According to Marwansyah (2018), performance is the result of work achieved by an individual or a group of people in carrying out their tasks according to the responsibilities assigned to them. From these definitions, it can be concluded that performance is the result of work achieved by an individual or a group of people in carrying out their tasks according to the responsibilities

assigned to them. Performance can be measured from various aspects, such as quantity, quality, time, and cost.

2.5 Conceptual Framework and Research Hypothesis

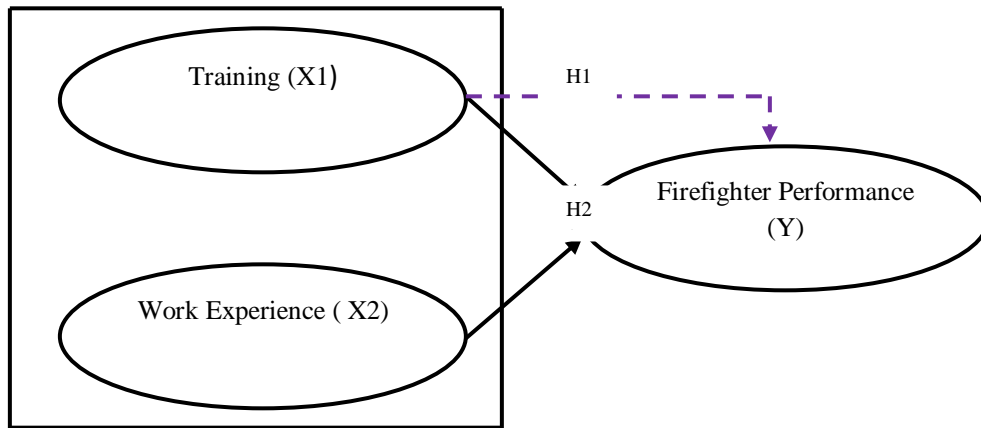


Figure 1. Conceptual Framework

H₁: Training and work experience have a significant simultaneous influence on the performance of firefighters in the Banjar District Fire and Rescue Department.

H₂: Training and work experience have a significant partial influence on the performance of firefighters in the Banjar District Fire and Rescue Department.

H₃: Work experience is the dominant variable influencing the performance of firefighters in the Banjar District Fire and Rescue Department.

3. Research methods

The type of research on the influence of training and work experience on the performance of firefighters in the Banjar District Fire and Rescue Service can take the form of quantitative research. The population in this study consists of firefighters in the Banjar District Fire and Rescue Service, totaling 73 individuals. Careful sampling should be conducted and comply with the rules of sample selection. As a guideline, if the subjects are fewer than 100, it is better to take the entire population, making it a study following Arikunto (2018:57). Since the population in this study is less than 100 individuals, the researcher will use all employees as the sample. Thus, the total sample size to be used by the researcher is 73. In the research on the Influence of Training and Work Experience on the Performance of Firefighters in the Banjar District Fire and Rescue Service, the researcher will employ multiple linear regression analysis to test the research hypotheses. $Y = a + b_1X_1 + b_2X_2 + e$. Hypothesis testing is conducted using the F-test and t-test.

3.1 Variable Operational Definitions

Training (X_1) is a systematic process aimed at enhancing employees' knowledge, skills, and attitudes to achieve organizational goals. The indicators of this variable adopt Widodo's theory (2019), namely: $X_{1.1}$ Training objectives, $X_{1.2}$ Training needs, $X_{1.3}$ Training methods, $X_{1.4}$ Training participants, $X_{1.5}$ Training organizers.

Work experience (X_2) is the primary asset for an employee to pursue a specific field of work, especially for institutions that prioritize certain talents or capabilities of an employee. The indicators in this variable adopt Ivancevich's theory (2019), including: $X_{2.1}$ Length of service, $X_{2.2}$ Level of knowledge and skills possessed, $X_{2.3}$ Mastery of work and equipment.

Performance (Y) is the outcome achieved by an individual or a group of people in carrying out their tasks in accordance with the responsibilities assigned to them. Performance can be measured from various aspects, such as quantity, quality, time, and cost. The indicators of this variable adopt Wirawan's theory (2019), including: $Y_{.1}$ Quality, $Y_{.2}$ Quantity, $Y_{.3}$ Timeliness, $Y_{.4}$ Effectiveness, $Y_{.5}$ Independence.

4. Research Result

4.1 Validity Test

Table 1
Validity Test Result

Variable	Question code	Validity		Decision
		Correlation (R)	sig (p)	
Training (X_1)	$X_{1.1}$	0,745	0,300	valid
	$X_{1.2}$	0,678	0,300	valid
	$X_{1.3}$	0,764	0,300	valid
	$X_{1.4}$	0,691	0,300	valid
	$X_{1.5}$	0,794	0,300	valid
Work Experience (X_2)	$X_{2.1}$	0,437	0,300	valid
	$X_{2.2}$	0,782	0,300	valid
	$X_{2.3}$	0,775	0,300	valid
Performance (Y)	$Y_{.1}$	0,772	0,300	valid
	$Y_{.2}$	0,775	0,300	valid
	$Y_{.3}$	0,798	0,300	valid
	$Y_{.4}$	0,734	0,300	valid
	$Y_{.5}$	0,695	0,300	valid

Source: SPSS data output 26, 2024

Based on the table above, it can be concluded that all items in the questionnaire for the performance, training, and work experience variables can be considered valid. This can be observed from the r value of each questionnaire item, which is greater than 0.300.

4.2 Reliability Test

Table 2
Reliability Test Result

Variable	Cronbach's Alpha	Decision
Training (X ₁)	0,787	Reliable
Work Experience (X ₂)	0,701	Reliable
Performance (Y)	0,826	Reliable

Source: SPSS data output, 2024

Based on the table above, it can be concluded that all variables in this study can be considered reliable. This can be observed from the coefficient of reliability (Cronbach's alpha) of each variable, which is greater than 0.60.

4.3 Multiple Linear Regression

Table 3
Coefficients Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2,657	1,518		1,750	,085		
Training	,589	,051	,749	11,483	,000	,953	1,049
Work Experience	,163	,100	,113	1,639	,106	,953	1,049

Source: SPSS data output, 2024

Based on Table 3, the multiple linear regression equation is $Y=2,657 + 0,589X_1 + 0,163X_2 + \epsilon$

The regression equation can be explained as follows:

- Y is the variable representing the performance of firefighters, which is influenced by the variables of training and work experience.
- X₁ and X₂ are the variables of training and work experience, respectively, which influence the performance of firefighters.
- 2.657 is the intercept value, representing the value of Y when X₁ and X₂ are both zero.
- 0.589 and 0.163 are regression coefficients, indicating the extent of the influence of training and work experience on the performance of firefighters.
- e is the error term, representing the influence of other variables not included in the regression model on Y.

4.4 F test (simultaneous)

Table 4.
F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	143,230	2	71,615	74,833	.000 ^b
	Residual	66,990	70	,957		
	Total	210,219	72			
a. Dependent Variable: Performance						
b. Predictors: (Constant), Training, Work Experience						

Source: SPSS data output 26, 2024

Based on table 4 the calculated F-value of 74.833 indicates that training and work experience together (simultaneously) have a significant effect on employee performance. This F-value is greater than the critical F-value at a significance level of 0.05 ($\alpha = 0.05$), which is 3.126. Based on the results of the F-test, it can be concluded that the alternative hypothesis (H1) is accepted in this study.

4.5 t test (partial)

Table 5.
Partial Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	1 (Constant)	2,657	1,518		1,750	,085
	Training	,589	,051	,749	11,483	,000
	Work Experience	,163	,100	,113	1,639	,106
a. Dependent Variable: Performance						

Source: SPSS data output 26, 2024

Based on Table 5, the results of the t-test can be explained as follows:

a. The calculated t-value for training is 11.483 with a significance value of 0.000, indicating that training significantly influences the performance of firefighters. This t-value is greater than the critical t-value at a significance level of 0.05 ($\alpha = 0.05$), which is 1.667. Based on the results of the t-test, it can be concluded that H2 is accepted, meaning that training has a significant effect

on the performance of firefighters. The training provided to firefighters can help them acquire good skills and abilities. These skills and abilities will positively impact the performance of firefighters.

b. The calculated t-value for work experience is 1.639 with a significance value of 0.106, indicating that work experience does not have a significant effect on the performance of firefighters. This t-value is smaller than the critical t-value at a significance level of 0.05 ($\alpha = 0.05$), which is 1.667. Based on the results of the t-test, it can be concluded that H2 is rejected, meaning that work experience does not have a significant effect on the performance of firefighters.

Based on Table 5, the standardized coefficient value of the training variable is 0.794 and the work experience variable is 0.113, it can be concluded that the training variable has a dominant influence on the performance of firefighters. The standardized coefficient value of the training variable (0.794) is greater than the standardized coefficient value of the work experience variable (0.113).

5. Discussion

Rescue Department. The simultaneous significant influence of training and work experience on the performance of firefighters in the Banjar District Fire and

The results of this study indicate that training and work experience have a significant simultaneous influence on the performance of firefighters in the Banjar District Fire and Rescue Department. This means that both variables together have a positive and significant impact on the performance of firefighters.

Training provides new knowledge and skills to firefighters. This knowledge and skills can help firefighters carry out their duties more effectively and professionally. Additionally, training can also enhance the motivation and enthusiasm of firefighters.

Work experience also has a positive effect on the performance of firefighters. With more work experience, firefighters become more skilled and proficient in carrying out their duties. Additionally, work experience can enhance the knowledge and understanding of firefighters about their duties and responsibilities.

Based on the results of this study, it can be concluded that training and work experience are two important factors that need to be considered in improving the performance of firefighters. The Banjar District Fire and Rescue Department needs to continue providing quality training to its firefighters. Additionally, the Banjar District Fire and Rescue Department also needs to provide opportunities for its firefighters to develop their work experience.

The partial significant influence of training and work experience on the performance of firefighters in the Banjar District Fire and Rescue Department.

The partial significant influence of training on the performance of firefighters in the Banjar District Fire and Rescue Department.

The research findings indicate that training has a significant partial influence on the performance of firefighters in the Banjar District Fire and Rescue Department. Training is one of the crucial factors that need to be prioritized in enhancing the performance of firefighters.

Training provides new knowledge and skills to firefighters, enabling them to carry out their duties more effectively and professionally. Additionally, training can boost the motivation and morale of firefighters.

Firefighters need to continually develop their knowledge and skills to perform their duties more effectively and professionally. The Banjar District Fire and Rescue Department needs to develop clear and measurable training plans. These plans should include training objectives, content, methods, and evaluation.

In terms of implementation, the Banjar District Fire and Rescue Department can take steps to enhance the effectiveness of training. This includes providing training facilities and infrastructure tailored to training needs and increasing the participation of firefighters in training by creating a conducive and enjoyable training environment, allowing firefighters to learn effectively.

The partial significant influence of work experience on the performance of firefighters in the Banjar District Fire and Rescue Department.

The research findings indicate that Work experience partially does not have a significant influence on the performance of firefighters in the Banjar District Fire and Rescue Department. Having experienced firefighters does not guarantee that they will perform well in handling new situations or using new equipment for life-saving and property-saving purposes. Work experience may help them understand their tasks better, but both experienced and inexperienced firefighters focus on saving lives and property. Therefore, work experience in this regard is disregarded.

Training has a dominant influence on the performance of firefighters in the Banjar District Fire and Rescue Department.

The research findings indicate that training has a dominant influence on the performance of firefighters in the Banjar District Fire and Rescue Department. Training can provide new knowledge and skills to firefighters, enabling them to carry out their duties more effectively and professionally. Additionally, training can enhance motivation and enthusiasm among firefighters.

Based on these research findings, the Banjar District Fire and Rescue Department needs to continuously provide quality training to its firefighters. Training should be tailored to the needs and duties of the firefighters and conducted on a regular basis to ensure that firefighters can continually develop their knowledge and skills.

There are several reasons why training has a dominant influence on the performance of firefighters in the Banjar District Fire and Rescue Department compared to work experience, according to the researcher:

1. Training can provide new knowledge and skills needed by firefighters to perform their duties. This may include knowledge about fire prevention, firefighting, and rescue techniques.

Additionally, training can provide technical skills such as the use of firefighting equipment, firefighting techniques, and rescue techniques.

2. Training can enhance motivation and enthusiasm among firefighters. It can instill confidence and improve their ability to perform their duties effectively. Moreover, training can recognize and reward firefighters for their performance.\
3. Training can help firefighters stay up-to-date with the latest developments in firefighting. Technological advancements and scientific developments in firefighting can occur rapidly. Training can assist firefighters in keeping pace with these advancements and applying them in their duties.

6. Conclusion

Based on the research results and discussion of the simultaneous, partial and dominant influence of training and work experience variables on the performance of firefighters at the Banjar Regency Fire Department, it can be concluded:

1. Training and work experience have a significant simultaneous influence on the performance of firefighters in the Banjar District Fire and Rescue Department.
2. Partially, training significantly influences the performance of firefighters in the Banjar District Fire and Rescue Department, while work experience does not have an influence.
3. Training has a dominant influence on the performance of firefighters in the Banjar District Fire and Rescue Department.

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