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Determining the Work Productivity of Culinary MSME Employees in Pondok Gede District, Bekasi City: The Role of Training and Work Experience

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Abstract*: Employee productivity is an important factor in supporting the operational success and business sustainability of culinary micro, small, and medium enterprises (MSMEs). Increasing employee productivity can be influenced by several factors, including training and work experience. This study aims t o analyze the simultaneous and partial effects of training and work experience on employee work productivity at culinary MSMEs in Pondok Gede District, Bekasi City. The research used a quantitative descriptive method involving 74 employee respondents from culinary MSMEs in Pondok Gede District. Data collection techniques were conducted through questionnaires, observations, and interviews. The data analysis method used multiple linear regression analysis and simple linear regression analysis. The results of the study indicate that training and work experience simultaneously have a positive and significant effect on employee work productivity. Partially, training has a positive and significant effect on employee work productivity, and work experience also has a positive and significant effect on employee work productivity at culinary MSMEs in Pondok Gede District, Bekasi City.*
Keywords: Training, Work Experience, and Employee Work Productivity.

INTODUCTION

Culinary MSMEs are one of the business sectors that make a significant contribution to economic growth and employment in society. The increasingly rapid development of culinary businesses requires business owners to improve service quality and employee work effectiveness in order to compete and maintain business sustainability. Employee work productivity is an important aspect because it is directly related to a business's ability to achieve production targets, service quality, and consumer satisfaction. Employees with high work productivity tend to be able to complete tasks effectively and efficiently, thereby supporting the improvement of overall business performance.

One of the factors that can increase employee work productivity is training. Training helps employees acquire knowledge and skills that are relevant to the jobs they perform. Employees who receive proper training will better understand work procedures and be able to reduce errors in their work. According to Mulyana et al. (2021) training plays an important role in improving employees' abilities, skills, and knowledge, thereby supporting optimal improvements in work productivity. Research conducted by Purnomo et al. (2025) also shows that job training is one of the important factors that can improve employee competence and skills, which in turn can contribute to increased work productivity.

In addition to training, work experience is also a factor that influences employee work productivity. Work experience reflects a person's ability to understand their job based on the length of time they have worked and their involvement in previous work activities. Employees who have better work experience are usually able to complete tasks more quickly

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and accurately and are able to deal with various challenges at work. Utaminingsih (2019) explains that work experience influences an individual's ability to complete tasks effectively because through experience, employees gain understanding, skills, and the ability to deal with various work situations. The results of research by Putri et al. (2024) state that work experience also has a positive and significant influence on work productivity, because employees who have extensive experience can easily adapt to their jobs.

Pondok Gede District is one of the areas experiencing fairly rapid growth in culinary MSMEs. Increasingly intense business competition requires MSME owners to pay attention to the quality of their human resources. However, several challenges remain, such as the lack of job training provided to employees and differences in the level of work experience possessed by each individual. These conditions can affect employee work productivity in carrying out the daily operational activities of the business.

Based on the description above, training and work experience are important factors in improving employee work productivity in culinary MSMEs in Pondok Gede District, Bekasi City. This study was conducted to analyze the influence of training and work experience on the work productivity of employees of culinary MSMEs in Pondok Gede District, Bekasi City..

LITERATURE

Training

Hasibuan (2018) defines training as an effort to improve employees' technical, theoretical, conceptual, and moral abilities according to the requirements of their work or position through a process of education and training. Based on this definition, training can be interpreted as a process of developing employees' work abilities so that they are able to perform their jobs more effectively and efficiently. Mangkunegara (2011) states that training is part of a short-term educational process that uses systematic and organized procedures so that employees can learn technical knowledge and skills in accordance with organizational objectives. Training is one of the important factors in improving the quality of human resources because through training, employees can understand their jobs better and are able to improve their ability to complete the tasks assigned to them.

Furthermore, Mangkunegara (2011) stated that training is a short-term process that uses structured and systematic procedures to improve employees' job skills. Training helps employees enhance their work capabilities so that they can achieve more optimal work results. The success of training can be seen from the improvement in employees' skills, knowledge, and abilities in carrying out their work in accordance with the standards established by the company.

Work Experience

Foster (2011) defines work experience as a measure of the length of time or period of employment that a person has undergone in understanding the tasks of a job and has performed them well. Based on this definition, work experience can be interpreted as the knowledge and abilities acquired by a person through direct involvement in work over a certain period. Work experience reflects an individual's ability to understand work

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conditions, thereby helping them complete tasks more effectively. Padang and Sihombing (2020) state that work experience is the level of mastery of a person's knowledge and skills, which can be measured by their length of employment and the types of work they have previously performed.

Fransisca and Adiputra (2019) stated that work experience influences a person's ability to perform their job because experience helps employees understand work situations and reduce errors in their work. The greater the work experience possessed by an employee, the better their work ability in completing their tasks and responsibilities. Work experience can also help employees work more quickly and accurately, and enable them to deal with various challenges in their work.

Work Productivity

Muryadi (2018) states that work productivity is a person's ability to produce optimal output or work results compared to the input used in the work process. Work productivity indicates the level of efficiency and effectiveness of employees in completing tasks according to predetermined targets. High work productivity will have a positive impact on the achievement of organizational goals and improve the quality of work results produced by employees. Sedarmayanti (2018) defines work productivity as the comparison between the results achieved and the overall resources used in the production process.

In their quotation, Marlinda and Turnip (2012) stated that work productivity is a mental attitude that continuously strives to improve the quality of life through increased work performance. Another opinion was also expressed by Sedarmayanti (2018), who stated that work productivity is related to employees' ability to utilize time, energy, and skills effectively to achieve maximum work results. The success of an organization in achieving its goals is greatly influenced by the level of work productivity of its employees.

METHOD

Population and Sample

The population in this study consists of employees of micro, small, and medium enterprises (MSMEs) in the food or culinary sector located in Pondok Gede District. The exact number of employees of these culinary MSMEs is not yet known because the MSMEs are spread across several areas in Pondok Gede District, with different numbers of employees in each business.

Library Review Literature review is a critical study of the discussion of a topic that hasbeenwrittenbyaccreditedresearchersorscientists(recognizedforexpertise) (Farhan, S.IP., 2021). the study uses secondary data sources, namely studies of literature, articles, journals, regulatory regulations and sites on the internet regarding the research conducte (Farhan & Faisal, 2021)

The sample in this study consisted of MSME employees, particularly those in the food (culinary) sector in Pondok Gede District, Bekasi City. This study used a nonprobability sampling method. Sugiyono (2017) states that nonprobability sampling is a sampling technique that does not provide equal opportunities or chances for every member of the population to be selected as a sample. The sampling technique was carried out using accidental sampling. According to Sugiyono (2017), accidental sampling is a

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sampling technique based on chance, in which anyone who happens to meet the researcher and is considered suitable as a data source can be selected as a research sample. The respondents selected as the sample were culinary MSME employees who were working and willing to complete the research questionnaire.

Based on the results of data collection conducted during the study, a total of 74 respondents were successfully obtained, consisting of employees of culinary MSMEs in Pondok Gede District, Bekasi City. This number was subsequently used as the sample in the study to analyze the influence of training and work experience on employee work productivity.

Data Collection Method

The method used in this study is a descriptive method with a quantitative approach. The quantitative descriptive method is used to provide a systematic description of the facts and characteristics of the object under study and to explain the relationships between the research variables. This study focuses on processing numerical data or figures that are analyzed using statistical methods so that conclusions can be drawn in accordance with the objectives of the study.

The data used in this study are data related to the research problems concerning training, work experience, and work productivity of culinary MSME employees in Pondok Gede District. The data were collected, analyzed, and processed based on relevant theories so that they can provide an explanation of the relationships among the variables studied.

This study aims to test the hypotheses using simple regression and multiple regression analyses. These statistical analyses are used to determine the partial and simultaneous effects of training (X1) and work experience (X2) on employee work productivity (Y). The results of the analysis are expected to provide conclusions that clarify the relationships among the variables in the study.

The types of data used in this study consist of primary data and secondary data. Sugiyono (2017) states that primary data are data sources that directly provide data to the data collector. The primary data in this study were obtained through the distribution of questionnaires, observations, and interviews with employees of culinary MSMEs in Pondok Gede District.

Secondary data according to Sugiyono (2017) are data sources that do not directly provide data to the data collector, but rather through documents, archives, books, journals, or other information related to the research. The secondary data in this study were obtained from literature, previous research journals, books, and other supporting data related to training, work experience, and work productivity.

The questionnaire items were formulated in the form of multiple-choice questions consisting of five answer alternatives. The answers were assessed using a Likert scale ranging from 1 to 5. An explanation of the Likert scale used in this study can be seen in the following table

Table 1. Questionnaire Scale

Skala	Keterangan

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5	Sangat Setuju (SS)
4	Setuju (S)
3	Kurang Setuju (KS)
2	Tidak Setuju (TS)
1	SangatTidak Setuju (STS)

RESULTS AND DISCUSSION

Results

Data Quality Test

Validity Test

This validity test is conducted to examine whether each statement item represents the indicators to be investigated. According to Masrun as cited by Sugiyono (2017), the minimum requirement for an item to be considered valid is usually r = 0.30. Therefore, if the correlation between the items and the total score is less than 0.30, the items in the instrument are declared invalid. The validity test is conducted by examining the correlation between the score of each statement item and the total score.

Training Instrument Validity Test

Based on the results of the correlation calculation of the scores for each statement item of the Training instrument from 74 respondents, with 10 statements for each variable and the total score for each respondent, the results are presented in the following table :

Table 2. Validity Test of the Training Variable

Questionnaire	R calculated	R critical	Conclusion
Instrumen No. 1	0,909	0,284	Valid
Instrumen No. 2	0,875	0,284	Valid
Instrumen No. 3	0,900	0,284	Valid
Instrumen No. 4	0,902	0,284	Valid
Instrumen No. 5	0,888	0,284	Valid
Instrumen No. 6	0,904	0,284	Valid
Instrumen No. 7	0,874	0,284	Valid
Instrumen No. 8	0,821	0,284	Valid
Instrumen No. 9	0,821	0,284	Valid
Instrumen No. 10	0,935	0,284	Valid

Source: Primary Data, processed in 2026

Based on the table above, it can be seen that all 10 statement items for the Training variable are valid.

Work Experience Instrument Validity Test

Based on the calculation of the correlation coefficient for the score of each statement item in the Work Experience instrument from 74 respondents, with 10 statements for each

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variable and the total score for each respondent, the results are presented in the following table:

Table 3. Validity Test of the Work Experience Instrument

Questionnaire	R calculated	R critical	Conclusion
Instrumen No. 1	0,889	0,284	Valid
Instrumen No. 2	0,923	0,284	Valid
Instrumen No. 3	0,879	0,284	Valid
Instrumen No. 4	0,890	0,284	Valid
Instrumen No. 5	0,857	0,284	Valid
Instrumen No. 6	0,912	0,284	Valid
Instrumen No. 7	0,899	0,284	Valid
Instrumen No. 8	0,918	0,284	Valid
Instrumen No. 9	0,896	0,284	Valid
Instrumen No. 10	0,942	0,284	Valid

Source: Primary Data, processed in 2026

Based on Table 3, it can be seen that all 10 statement items for the Work Experience variable are valid.

Work Productivity Instrument Validity Test

Based on the calculation of the correlation coefficient for the score of each statement item in the Work Productivity instrument from 74 respondents, with 10 statements for each variable and the total score for each respondent, the results are presented in Table 4

Table 4. Validity Test of the Work Productivity Instrument

Questionnaire	R calculated	R critical	Conclusion
Instrumen No. 1	0,922	0,284	Valid
Instrumen No. 2	0,877	0,284	Valid
Instrumen No. 3	0,917	0,284	Valid
Instrumen No. 4	0,913	0,284	Valid
Instrumen No. 5	0,921	0,284	Valid
Instrumen No. 6	0,928	0,284	Valid
Instrumen No. 7	0,942	0,284	Valid
Instrumen No. 8	0,942	0,284	Valid
Instrumen No. 9	0,938	0,284	Valid
Instrumen No. 10	0,915	0,284	Valid

Source: Primary Data, processed in 2026

Based on Table 4, it can be seen that all 10 statement items of the Work Productivity variable are valid.

Hypothesis Testing

The simultaneous influence of Training and Work Experience on Work Productivity

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Table 5. Results of Multiple Regression Analysis of Training and Work Experience on Work Productivity

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.398	.678		7.985	.000
	Pelatihan	1.143	.182	.930	6.288	.000
	Pengalaman Kerja	.548	.176	.460	10.311	.000

a. Dependent Variable: Produktivitas Kerja

The results of the multiple regression analysis explain that the regression equation formulated is Y = 1.398+ 1.143 (X1) + 0.548 (X2). The positive regression coefficient of the X1 variable indicates a positive relationship between the Training variable, which causes an increase of 1.143 in Work Productivity. This indicates that with an increase in the Training of culinary MSME employees in Pondok Gede District, Work Productivity can increase. The positive regression coefficient of the X2 variable indicates a positive relationship between the Work Experience variable, which causes an increase of 0.548 in Work Productivity. This indicates that the Work Experience of culinary MSME employees in Pondok Gede District can increase Work Productivity.

Testing whether the simultaneous relationship between competence and placement on work productivity is significant or not is conducted by comparing the calculated f value with the f table value or with a significance level of f = 0.000 for a = 0.05. Based on the calculations above, it can be stated that the calculated f value = 16,871 is greater than the f table value of 5.08 or the significance level = 0.000 is much smaller than 0.05, so it can be interpreted that Training and Work Experience have a significant effect on the work productivity of culinary MSME employees in Pondok Gede District,Bekasi City.

The partial effect of Training on Work Productivity

Table 6. Results of Simple Regression Analysis of Training on Work Productivity

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.373	.660		8.055	.000
	Pelatihan	1.198	.040	.975	30.179	.000

Dependent Variable: Work productivity

The results of the simple regression analysis explain that the regression equation obtained is Y =1.373+1.198 (X1). The positive regression coefficient of the X1 variable indicates a positive relationship between the Training variable, which causes an increase of 1.198

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in Work Productivity. This indicates that the successful improvement of Training for culinary MSME employees in Pondok Gede District will result in increased Work Productivity. Hypothesis testing using the t-test, namely by comparing the calculated t with the t-table at a significance level of = 0,05, resulted in t table = 1,684, as seen from the t-distribution table (degrees of freedom = n-2 with a two-tailed test). Based on the above calculation, it can be stated that the calculated t value = 30.179 and t table = 1.684 or calculated t > t table (30.179 > 1.684), so it can be interpreted that there is a significant effect of the Training variable on the Work Productivity of culinary MSME employees in Pondok Gede District, Bekasi City.

Partial effect of Work experience on Work productivity

Table 7. Results of Simple Regression Analysis of Work Experience on Work Productivity

The results of the simple regression analysis explain that the regression equation formulated is Y = 1.585 + 1.135 (X2). The positive regression coefficient of variable X2 indicates a positive relationship of the Work Experience variable, which causes an increase of 1.135 in Work Productivity. This shows that the presence of Work Experience among culinary MSME employees in Pondok Gede District will increase Work Productivity.
Hypothesis testing was conducted using the t-test, namely by comparing the calculated t value with the t-table value at a confidence level (a) = 0.05, the result being t table = 1.684

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.585	.220		5.220	.000
	Pengalaman kerja	1.135	.052	.953	21.766	.000

a. Dependent Variable: Produktivitas kerja

as seen from the t distribution table (degrees of freedom = n - 2 with a two-tailed test). Based on the calculation above, it can be stated that the calculated t value = 21.766 compared with the t table value of 1.684 or t count > t table (21.766>1.684), so it can be interpreted that there is a significant effect of Work Experience on the Work Productivity of culinary MSME employees in Pondok Gede District, Bekasi City.

CONCLUSION AND SUGGEST

Conclusion

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Referring to the background of the research problem described previously, this study was conducted to determine the extent to which training and work experience influence the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City. Based on the results of the analysis and discussion of the research on training and work experience in relation to the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City, several conclusions were obtained as follows: 1). The results of the study show that training and work experience simultaneously influence the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City. This means that the better the training provided and the higher the work experience possessed by employees, the higher the employees' work productivity. 2). The results of the study show that training has a positive and significant effect on the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City. This means that improving job training can help enhance employees' abilities, skills, and work effectiveness so that work productivity improves. 3). The results of the study show that work experience has a positive and significant effect on the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City. This means that the higher the work experience possessed by employees, the better their ability to complete their work, thereby increasing work productivity..

Suggest

Based on the results of research on the influence of training and work experience on the work productivity of culinary MSME employees in Pondok Gede District, Bekasi City, the researcher provides several suggestions that are expected to serve as considerations for culinary MSME owners in improving employee work productivity, as follows: 1). Regarding the training factor, culinary MSME owners are expected to provide regular job training to employees, both in the form of service training, product processing, and the use of work equipment. Continuous training can help improve employees' abilities and skills so that work productivity becomes more optimal. 2). Regarding the work experience factor, culinary MSME owners are expected to provide opportunities for employees to develop their work abilities through direct work practice and task allocation according to each employee's abilities. Good work experience will help employees better understand their jobs and enable them to work more effectively and efficiently.

3). For future researchers, it is expected that they can add other variables related to work productivity such as work motivation, work environment, work discipline, or job satisfaction so that the research results obtained can provide a broader and more in-depth discussion.

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