

DIRECT AND INDIRECT EFFECTS OF WORK EXPERIENCE, COMPETENCE ON SATISFACTION AND PERFORMANCE ASN AT THE WOMEN'S EMPOWERMENT AND CHILD PROTECTION SERVICE OF EAST KUTAI REGENCY

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Abstract: The purpose of this study is to analyze the performance of ASN at the Women's Empowerment and Child Protection Service of East Kutai Regency. The analytical method used is Path Analysis where the data is processed using the SPSS (Statistical Program For Social Science) version 23 computer programming application. From the results of the analysis of work experience and competency variables on ASN satisfaction, the correlation value of R is 0.831 and the coefficient of determination R^2 is 0.691, providing an illustration that the relationship between work experience (X_1) and competency (X_2) variables together on ASN satisfaction (Y_1) is classified as very strong. Based on the regression coefficient value of each variable, the functional relationship between the independent variables and the dependent variable (satisfaction) can be formulated in the following regression equation: $Y_1 = 4.056 - 0.199 X_1 + 0.737 X_2$. Meanwhile, the results of the analysis of work experience and competency variables on ASN performance, the correlation value of R is 0.578 and the coefficient of determination R^2 is 0.334, which illustrates that the relationship between work experience variables (X_1) and competency (X_2) together on ASN performance (Y_2) is classified as moderate. Based on the regression coefficient value of each variable, the functional relationship between the independent variable and the dependent variable (performance) can be formulated in the following regression equation: $Y_2 = 11.929 - 0.358 X_1 + 0.654 X_2$. The conclusion of this study is that the influence of work experience variables on ASN satisfaction or performance is not significant, competency variables on satisfaction or performance are significant, the influence of satisfaction on ASN performance is significant and the indirect influence of work experience or competency variables is not significant.

Keywords: *Work Experience, Competence, Satisfaction, Performance*

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1. Introduction

The State Civil Apparatus (ASN) is a crucial element in the administration of government, responsible for providing effective, professional, and high-quality public services. The success of a government agency in achieving its organizational goals is greatly influenced by

the quality of its human resources, particularly in creating job satisfaction and improving ASN performance. Job satisfaction is a crucial factor because ASN who are satisfied with their work tend to have higher work enthusiasm, loyalty, and productivity. Conversely, low job satisfaction can impact employee motivation, discipline, and performance.

The East Kutai Regency Women's Empowerment and Child Protection Office, as a regional government agency, has a strategic role in implementing government affairs related to women's empowerment and child protection. To carry out its duties and functions, this office requires civil servants with adequate work experience and competencies to provide optimal service to the public. However, in practice, various issues related to job satisfaction and civil servant performance remain.

One factor suspected of influencing civil servant satisfaction and performance is work experience. Work experience can essentially improve an employee's ability to complete tasks because the longer a person works, the more knowledge and skills they acquire. However, a phenomenon occurring at the East Kutai Regency Women's Empowerment and Child Protection Office shows that length of service is not always accompanied by improved performance. Civil servants are still found to have not been able to demonstrate optimal performance despite having worked for a long time. Furthermore, the emergence of work burnout and resistance to change and innovation are also issues that can affect employee job satisfaction. These conditions cause civil servants to feel less motivated in their work, which has an impact on the quality of service and work productivity.

In addition to work experience, competence is also a very important factor in determining the satisfaction and performance of civil servants. Competence encompasses the abilities, skills, knowledge, and attitudes possessed by employees in carrying out their duties. Civil servants who possess competence in accordance with their field of work tend to be more confident, able to work effectively, and feel satisfied with their work. However, the phenomenon shows that there are still civil servants who are not optimally working in accordance with their fields. The placement of civil servants that do not match their educational majors and the continued presence of employees with a high school education background in certain positions indicates a mismatch between competence and job demands. This condition can cause civil servants to experience difficulties in completing tasks, feel uncomfortable in the work, and ultimately affect their level of job satisfaction and performance.

The problem becomes even more complex when work experience and competency are not aligned. A mismatch between a position and an employee's experience and competency can lead to low work motivation among civil servants. This lack of motivation leads to decreased job satisfaction, such as low morale, lack of initiative, and dissatisfaction with the work performed. If this situation persists, it will impact overall civil servant performance and hinder the achievement of organizational goals.

Job satisfaction and civil servant performance are interrelated. Civil servants who are satisfied with their jobs tend to exhibit a high level of commitment and responsibility in carrying out their duties, thus achieving optimal performance. Therefore, work experience and competence are important factors that organizations need to consider in efforts to improve job satisfaction and civil servant performance at the Women's Empowerment and Child Protection Service of East Kutai Regency.

Based on the description of this phenomenon, research on the influence of work experience and competence on the satisfaction and performance of Civil Servants at the Women's Empowerment and Child Protection Service of East Kutai Regency is important.

This research is expected to contribute to the agency's efforts to improve the quality of human resources through work experience management, competency enhancement, appropriate employee placement, and job satisfaction, all of which support optimal ASN performance.

2. Literature Review

2.1. Work experience

Work experience improves a person's performance and competence. Employees become more skilled at handling tasks, becoming accustomed to similar tasks, even those that differ from their previous work experience. Work experience reflects an employee's work abilities and length of service in their previous position. The work experience gained by employees makes them more skilled and trained in their work.

According to Manullang (2008:102), experience is crucial in the employee selection process. Experience can demonstrate what a prospective employee will be able to do. Experience can demonstrate what a prospective employee can do when they apply. Skills and experience are two qualifications that are always considered in the employee selection process. Generally, companies prefer to choose experienced workers. Work experience is a job or position previously held for a certain period of time. Hermawan (2017:44) explains that work experience demonstrates a person's abilities or skills. Someone with work experience will certainly find it easier to understand a similar job than someone without it.

Work experience can provide an advantage for someone in carrying out subsequent work because at least the person has done the job so he will know about the work that will be faced by Mohtar in Zulaspan, et al (2022: 164). Employees who have work experience have emotional maturity and increased knowledge and intelligence. Manullang (2008: 71) explains that work experience is the process of forming knowledge or skills about the methods of a job because of the employee's involvement in carrying out work tasks. Emphasized by Gazalba (2010: 51) work experience is knowing or learning through one's own actions or reactions, dexterity or knowledge gained by doing something, knowledge gained from experiments and life practices through events and emotions. According to Handoko (2020: 24), work experience is the mastery of employee knowledge and skills as measured by the length of service, the level of knowledge and skills possessed by employees.

Basyit (2022:13) states that work experience indicators are: first, length of time or period of work, the measure of time or period of work that a person has completed; second, level of knowledge and skills; third, mastery of work and equipment.

2.2. Competence

Suparno (2015:27) explains that competence is adequate ability to perform a task or as having the required skills and abilities. Klemp (in Edison et al., 2016:143) writes that competence is the characteristics that underlie a person in producing effective work and/or superior performance. Meanwhile, Edison et al. (2016:17) explain that competence is an individual's ability to carry out a job correctly and have excellence based on matters relating to knowledge, skills, and attitudes.

According to Spencer (in Moeheriono, 2014:5), competency indicators are: first, character. The drive to further train employees' mental characteristics so they can better comply with existing regulations within the organization or agency; second, motive

Encouragement to work so that you can be more active in working, in order to fulfill your needs. employee desires and needs; third, self-concept. Encouragement for good appearance, speech, and behavior within the agency; fourth, knowledge. Encouragement for

employees to expand their knowledge about the tasks or work assigned by the agency; fifth, skills. Encouragement for every employee have work skills to get good work results

2.3. Job satisfaction

Job satisfaction is an effectiveness or emotional response to various aspects of work. A set of employee feelings about whether their work is enjoyable or not. A general attitude towards one's work that shows the difference between the amount of rewards workers receive and the amount they believe they should receive Afandi (2018:73). Job satisfaction is an employee's attitude towards work related to the work situation, cooperation between employees, rewards received in work, and matters concerning physical and psychological factors. Sutrisno (2016:74). Handoko (2020:193) defines job satisfaction as an employee's opinion of whether or not they are happy about their work, this feeling is seen from the employee's good behavior towards work and all things experienced in the work environment.

Indicators for measuring job satisfaction according to Hasibuan (2019:202) are: first, employees enjoy their work; second, employees instill work discipline; third, employees are enthusiastic and dedicated to their work; fourth, employees have work achievements.

2.4. Performance

Employee performance, according to Siagian in Hakim and Khair (2020:107), is a work result achieved over a certain period of time. Sedarmayanti in Burhannudin et al. (2019:191) states that employee performance is the achievement of an individual or group within an organization in completing their duties and responsibilities to achieve organizational goals legally, without violating the law, and morally and ethically. According to Kasmir in Hakim and Khair (2020:109), performance is the result of a person's work and work behavior over a period of time.

Mangkunegara in Maryati (2021:15), explains employee performance indicators, namely: first, work quality. Shows the employee's ability to produce the results of the tasks that have been done, whether they are in accordance with what was ordered, and whether the employee is careful, neat, and complete in carrying out each of his tasks; second, work quantity, More directed at how long an employee works or how many goods/services commodities can be produced in a certain period of time; third, task execution. Is the extent to which an employee is able to persist in carrying out his work accurately and without making errors when carrying out the work assigned to him; fourth, responsibility. The extent to which employees are able to persist in carrying out their work accurately and without making errors when completing work according to operational policies in force in the company.

3. Research Method

Based on theory and concept, So the author has compiled the following framework of thought.

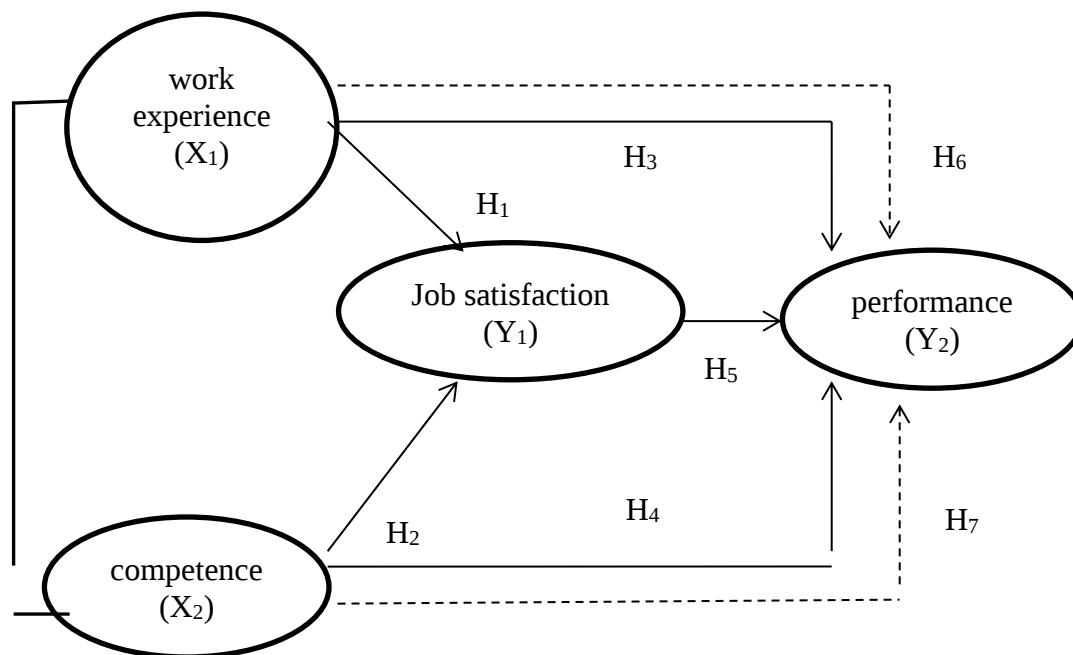


Figure 1. Framework of Thought
 Source: Researcher (2026)

The population in this study was all ASN at the Women's Empowerment and Child Protection Service of East Kutai Regency, totaling 57 people. The number of samples used in this study was the entire population at the Women's Empowerment and Child Protection Service of East Kutai Regency, totaling 57 people. In this study, the sampling technique used was Probability sampling with simple random sampling technique. Simple random sampling technique is a random sampling without considering the existing strata. (Sugiyono, 2017: 82).

The data collection technique used in this study was a questionnaire. This type of questionnaire was a closed-ended direct questionnaire, as respondents answered the questions or statements by marking the correct answer. The results of respondents' answers provided in the questionnaire will be coded, such as:

Strongly Disagree (STS)	= 1
Disagree (TS)	= 2
Disagree Less (KS)	= 3
Agree (S)	= 4
Strongly Agree (SS)	= 5

The data analysis and hypothesis testing used by the researcher are:

1. Instrument testing consists of validity and reliability tests.
2. Classical assumption test
3. Multiple Linear Regression Analysis
4. Determination Test
5. Hypothesis testing consists of t-test and F-test

4. Results and Discussion

4.1. Validity and Reliability Test

For the validity test, a significance test is carried out by comparing the calculated r value with the r table. For degree of variance (df) = $n-2$ in this case n is the number of samples and

to obtain df it can be calculated by the method $57-2$ or $df = 55$ with $\alpha 0.05$ obtained r table = 0.2609. In this validity test, the criteria for a value is said to be valid if the calculated r value is greater than r table, then the statement or question (indicator) can be said to be valid if the calculated r is greater than 0.2609. The following are the results of the validity test for each variable:

Table 1. Validity Test Results

Variables	r count	r table	Information
X_1	Work experience		
$X_{1.1}$	0.719	0.2609	valid
$X_{1.2}$	0.801	0.2609	valid
$X_{1.3}$	0.693	0.2609	valid
X_2	Competence		
$X_{2.1}$	0.713	0.2609	valid
$X_{2.2}$	0.825	0.2609	valid
$X_{2.3}$	0.800	0.2609	valid
$X_{2.4}$	0.783	0.2609	valid
$X_{2.5}$	0.882	0.2609	valid
Y_1	Satisfaction		
$Y_{1.1}$	0.764	0.2609	valid
$Y_{1.2}$	0.759	0.2609	valid
$Y_{1.3}$	0.901	0.2609	valid
$Y_{1.4}$	0.790	0.2609	valid
Y_2	Performance		
$Y_{2.1}$	0.749	0.2609	valid
$Y_{2.1}$	0.786	0.2609	valid
$Y_{2.3}$	0.832	0.2609	valid
$Y_{2.4}$	0.750	0.2609	valid
$Y_{2.5}$	0.738	0.2609	valid

Source: Processed Data 2026

From Table 1, it is proven that the calculated r value of all indicators in the research variables, namely: work experience (X_1), competence (X_2), satisfaction (Y_1) and performance (Y_2) is greater than the r table of 0.2609, so that all indicators are declared valid.

Table 2

Cronbach's Alpha	N of Items
,826	4

Source: Processed Data 2026

Table 2 shows a Cronbach's Alpha value of 0.826. This calculated value is greater than 0.6, indicating that the research variable indicator is reliable.

4.2. Classical Assumption Test

Normality Test

The normality test is performed to verify whether our research data originates from a normally distributed population. This test is necessary because all parametric statistical calculations assume normal distribution. Figure 4.1 demonstrates good normality. If the

probability plot shows data spread around the diagonal line, representing a normal distribution pattern, the regression model meets the normality assumption.

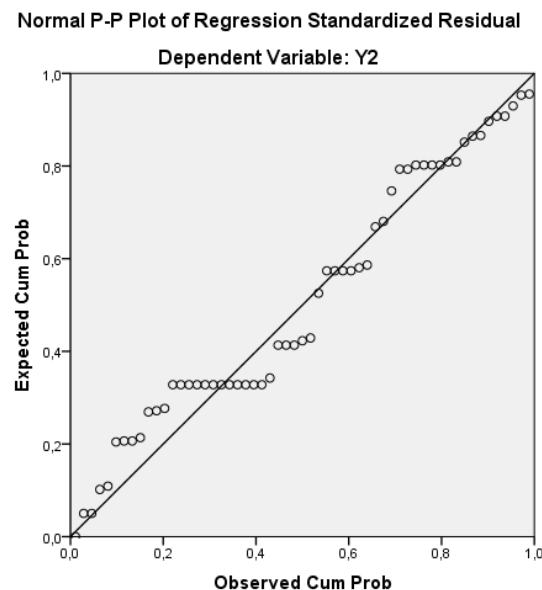


Figure 2. Normality Test
Source: Processed Data 2026

Multicollinearity Test

To produce To obtain a good estimate, in the regression analysis model it is necessary to evaluate the classical assumptions by observing whether multicollinearity and heteroscedasticity occur. A good regression model should have no correlation between independent variables. Ghozali (2005:91) argues that multicollinearity can be detected based on the Variance Inflation Factor (VIF) results. Commonly used cutoff values to indicate multicollinearity are tolerance values > 0.10 or VIF values < 10 .

Table 3. Multicollinearity

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	4,056	1,636			
1 X1	-,199	,143	-,129	,668	1,498
X2	,737	,076	,899	,668	1,498

Source: Data processed 2026

The table above shows that the VIF value of each independent variable entered into the model shows a value < 10 , so it can be concluded that there is no correlation between the independent variables.

Heteroscedasticity Test

The results of the heteroscedasticity analysis evaluation from the statistical residual table can be presented as follows:

Table 4. Residuals Statistics

	Minimum	Maximum	Mean	Standard Deviation	N
Predicted Value	16,2180	20,1031	17,6667	1.32639	57
Residual	-2.96837	1,78200	,00000	,88786	57
Std. Predicted Value	-1,092	1,837	,000	1,000	57
Std. Residual	-3,283	1,971	,000	,982	57

a. Dependent Variable: Y1

Source: Data processed 2026

From the table above, it can be seen that the average standard value of the predictor variable is equal to 0.000, so it can be stated that there is no heteroscedasticity.

4.3. Path Analysis

In this section, the author describes the results of the analysis of the variables included in the research model. In this study, the variables included in the model studied as factors influencing satisfaction (Y_1) and performance (Y_2) are work experience variables. (X_1) and competence (X_2). This is in line with the problems and objectives that have been put forward, so to answer the first problem, it can be seen from the explanation below.

Table 5. Satisfaction Summary Model

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,831 ^a	,691	,679	,90416

a. Predictors: (Constant), X_2 , X_1

Source: Data processed 2026

From the Summary model table, it can be seen that the correlation value R is 0.831 and the determination coefficient R square is 0.691, which provides an illustration that the relationship between the work experience variable (X_1), competence (X_2) on job satisfaction is classified as very strong. Effects explained by work experience (X_1), competence (X_2) together with job satisfaction amounting to 69.1%, the remainder is explained by other variables that have not been included in the research model.

Partially, the results of the regression analysis show that the relationship between each variable studied can be seen from the Coefficient Table presented as follows:

Table 6. Satisfaction Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4,056	1,636		2,479	,016
1 X_1	-,199	,143	-,129	-1,391	,170
X_2	,737	,076	,899	9,700	,000

a. Dependent Variable: Y1

Source: Data processed 2026

The table above shows that the value of the regression coefficient B for each experience variable is Work (X_1) on satisfaction of -0.199, competence (X_2) satisfaction of 0.737. The

regression coefficient value of the work experience variable (X_1) This means that any change or increase in the work experience variable does not have a positive impact on ASN satisfaction. A positive impact occurs on the competency variable (X_2).Regression coefficient value of competency variable (X_2) This means that every change or increase in work experience variables has a positive impact on ASN satisfaction.

Of the two variables, the one that shows the largest beta coefficient value is the competency variable, thus it can be interpreted that the competency variable has a dominant influence on ASN satisfaction at the Women's Empowerment and Child Protection Service of East Kutai Regency.

Based on the regression coefficient value of each variable, the functional relationship between the independent variable and the dependent variable can be formulated in a regression equation as follows:

$$Y_1 = 4.056 - 0.199 X_1 + 0.737 X_2$$

This equation can be interpreted as meaning that every change or increase in each independent variable X_1 , X_2 on satisfaction has an impact on increasing the value of Y .

Meanwhile, looking at the relationship between independent variables and performance, it can be seen in the table below.

Table 7. Performance Summary Model

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,578a	,334	,309	1.58367

a. Predictors: (Constant), X_2 , X_1

Source: Data processed 2026

From the Summary model table, it can be seen that the correlation value R is 0.578 and the determination coefficient R square is 0.334, which provides an illustration that the relationship between the work experience variable(X_1), competence (X_2) The effect on ASN performance is classified as moderate. The influence is explained by the work experience variable(X_1), competence (X_2) collectively on ASN performance by 33.4%, the remainder is explained by other variables that have not been included in the research model.

Partially, the results of the regression analysis show that the relationship between each variable studied can be seen from the Coefficient Table presented as follows:

Table 8. Performance Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11,929	2,865		4,163	,000
1 X_1	-,358	,250	-,195	-1,432	,158
X_2	,654	,133	,668	4,911	,000

a. Dependent Variable: Y_2

Source: Data processed 2026

The table above shows that the value of the regression coefficient B for each experience variable is Work (X_1) on performance of -0.358, competence (X_2) on performance of 0.654.

The respective regression coefficient values indicate that each change or increase in a variable can have a positive or negative impact on ASN performance. A negative impact occurs for the work experience variable. (X_1) while a positive impact occurs on the competency variable(X_2). The same analysis results can be seen from the standard beta coefficient values of each variable. Of the two variables, the ASN competency variable shows the largest beta coefficient value. Thus, it can be interpreted that the competency variable has a dominant influence on ASN performance at the Women's Empowerment and Child Protection Service of East Kutai Regency. Based on the regression coefficient values of each variable, the functional relationship between the independent variables and the dependent variable can be formulated in a regression equation as follows:

$$Y_2 = 11.929 - 0.358 X_1 + 0.654 X_2$$

This equation can be interpreted to mean that every change or increase in each independent variable X_1 , X_2 on performance has an impact on increasing the value of Y .

Meanwhile, the influence of satisfaction (Y_1) on ASN performance (Y_2) can be seen below.

Table 9. Performance Satisfaction Summary Model

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	,716a	,513	,504	1.34121

a. Predictors: (Constant), Y_1

Source: Data processed 2026

Table 10. Coefficients^a Performance Satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,524	1,992		3,276	,002
1 Y_1	,855	,112	,716	7,616	,000

a. Dependent Variable: Y_2

Source: Data processed 2026

4.4. Research Hypothesis Testing

In this study, the hypothesis was proven using a t-test. The t-test was used to test the first to second hypotheses, which stated that each variable, namely the work experience variable, (X_1), competence(X_2) influence on ASN satisfaction. Testing with the t-test is also used to test the third to fourth hypotheses which state that each variable, namely the work experience variable(X_1), competence(X) influences ASN performance. The fifth hypothesis was proven using a t-test of the relationship between ASN satisfaction (Y_1) and ASN performance (Y_2).

To test the sixth to seventh hypotheses, this is done by looking at the beta value of variable X against variable Y .

Table 11. Coefficients^a X_1 , X_2 against Y_2

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11,929	2,865		4,163	,000
1 X_1	-,358	,250	-,195	-1,432	,158
X_2	,654	,133	,668	4,911	,000

a. Dependent Variable: Y2

Source: Data processed 2026

Table 12. Coefficients^a Y₁ against Y₂

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,524	1,992		3,276	,002
Y1	,855	,112	,716	7,616	,000

a. Dependent Variable: Y2

Source: Data processed 2026

The indirect effect of variable X on Y₂ through Y₁ is calculated based on the beta value of X on Y₂ multiplied by the beta value of Y₁ on Y₂.

Table 13. Indirect Influence

Variables	Beta X against Y ₂	Beta Y ₁ against Y ₂	Indirect influence
Work experience	-0.195	0.716	-0.139
Competence	0.668	0.716	0.478

Source: Data processed 2026

The results of the F test from the data analysis attachment can be seen in the ANOVA table presented as follows:

Table 14. ANOVA^a Satisfaction

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	98,522	2	49,261	60,258	,000b
Residual	44,145	54	,817		
Total	142,667	56			

a. Dependent Variable: Y1

b. Predictors: (Constant), X2, X1

Source: Data processed 2026

Table 15
ANOVA^a Performance

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	67,830	2	33,915	13,523	,000b
Residual	135,433	54	2,508		
Total	203,263	56			

a. Dependent Variable: Y2

b. Predictors: (Constant), X2, X1

Source: Data processed 2026

The table above shows that the significance or probability value which shows a value of 0.000 is smaller than alpha 0.05, so the test results conclude that the work experience (X₁) and competency (X₂) variables have a significant effect on ASN satisfaction and performance.

To prove the first to seventh hypotheses, this is done by looking at the t-value and significance of each variable from the attached t-test results, which are presented in detail as follows:

Table 16. Results of the t-Test of Research Variables on Satisfaction

Model	Mark t count	Mark t table df (nk ;0.05)	Significance Value (Probability)	Hypothesis Conclusion
Work experience	-1,391	1,674	0.170	Not significant
Competence	9,700	1,674	0,000	Significant

Source: Data processed 2026

The table above shows that the calculated t value for the work experience variable (X_1), has no significant effect on ASN satisfaction, while the competency variable (X_2) has a significant effect. Of the two variables, the smallest significance value is in the competency variable, which is <0.05 , so it is concluded that the competency variable has a dominant effect on ASN satisfaction at the Women's Empowerment and Child Protection Service in East Kutai Regency.

Table 17. Results of the t-Test of Research Variables on Performance

Model	Mark t count	Mark t table df (nk ;0.05)	Significance Value (Probability)	Hypothesis Conclusion
Work experience	-1,432	1,674	0.158	Not Significant
Competence	4,911	1,674	0,000	Significant

Source: Data processed 2026

The table above shows that the calculated t value for the work experience variable (X_1) has no significant effect on employee performance, while the competency variable (X_2) has a significant effect. Of the two variables, the smallest significance value is in the competency variable, which is <0.05 , so it is concluded that the competency variable has a dominant effect on ASN performance at the Women's Empowerment and Child Protection Service in East Kutai Regency.

Table 18. Results of the t-test of the research variable Satisfaction with Performance

Model	Mark t count	Mark t table df (nk ;0.05)	Significance Value (Probability)	Hypothesis Conclusion
Satisfaction	7,616	1,674	0,000	Significant

Source: Data processed 2026

From the table above, it can be seen that the influence of the job satisfaction variable (Y_1) on performance (Y_2) is significant.

5. Conclusion

Based on the results of the analysis and discussion that have been presented, several conclusions can be drawn, namely as follows:

1. Work experience has no significant effect on ASN satisfaction at the Women's Empowerment and Child Protection Service in East Kutai Regency.
2. Competence has a significant influence on ASN satisfaction at the Women's Empowerment and Child Protection Service of East Kutai Regency
3. Work experience has no significant effect on ASN performance at the Women's Empowerment and Child Protection Service of East Kutai Regency.
4. Competence has a significant influence on the performance of ASN at the Women's Empowerment and Child Protection Service of East Kutai Regency
5. Satisfaction has a significant influence on the performance of ASN at the Women's Empowerment and Child Protection Service of East Kutai Regency
6. Indirect work experience has no significant effect on ASN performance at the Women's Empowerment and Child Protection Service in East Kutai Regency.
7. Competence indirectly has no significant effect on the performance of ASN at the Women's Empowerment and Child Protection Service of East Kutai Regency.

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