

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

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ABSTRACT: Performance is results Work employee in period certain with utilise source Power company . Holding performance role important in success something company . Research aim For look for the influence of work motivation and work experience on performance employee with productivity Work as a mediating variable at the Krisna Silver Artshop in Celuk Sukawati Village Gianyar Regency .

Population in study This is all over employee Krisna Silver Artshop in Celuk Sukawati Village Gianyar Regency , which has 62 people. Determination sample done with use technique census . Collection data done with use questionnaires , interviews and documentation . Data analysis was carried out with use analysis track .

Analysis results show that work motivation has an influence positive impact on productivity Work Krisna Silver Artshop in Celuk Sukawati Village Gianyar Regency , experience Work on productivity Work Krisna Silver Artshop in Celuk Sukawati Village Gianyar Regency , motivation Work influential positive impact on the performance of Krisna Silver Artshop employees in Celuk Sukawati Village Gianyar Regency , experience Work influential positive impact on the performance of Krisna Silver Artshop employees in Celuk Sukawati Village Gianyar Regency , productivity Work Work influential positive impact on the performance of Krisna Silver Artshop employees in Celuk Sukawati Village Gianyar Regency . Productivity Work capable mediate influence motivation work and experience Work to performance employee Krisna Silver Artshop in Celuk Sukawati Village Gianyar Regency

KEYWORDS : Motivation Work , Experience Work , Productivity Employee Work and Performance

I. INTRODUCTION

Good quality human resources are an essential requirement for every company. Human resource *management* is series activity organization Which directed For attract, develop, and retain an effective workforce (Afandi, 2020:83). Managers have a big role in directing the people who are in the in organization For reach objective Which expected, including think about how own management source Power man (HR) Which capable Work in a way effective And efficient.Indeed Already become objective general part HR to be able to provide maximum job satisfaction to the parties Further company management is able to influence the company's *value* both in the short and long term. The aim of human resource management is to maximize the performance of the employees.

Employee performance is considered good if what they do is in accordance with expectations and meets the company's needs. According to Afandi (2020:83), performance is the work results that can be achieved by an individual or group of people in a company according to their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics . The factors that influence employee performance in this study are work motivation, work experience, and work productivity.

According to Maruli, work motivation is a factor that influences employee performance. (2020) say that work motivation is all something Which It arises from a person's passion, by arousing passion and desire from within a person that can influence, direct, and maintain behavior to achieve goals or desires that are in line with the scope of work. High work motivation makes employees more focused and attentive. on effort reach results Work Which Good And in accordance hope company so that this fosters better performance from employees (Hasibuan, 2021). Motivation make employee Work with more maximum Because existence encouragement in self employee or from factor outside

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

The right work motivation will stimulate the driving force to create a passion for work in a person so that they are willing to work together effectively and integrated with all their efforts to achieve maximum performance, besides... that work motivation can be the cause and support behavior someone so that the person wants to work hard and enthusiastically to achieve optimal results (Aminuddin, 2020). Work motivation can be said to be driving force and encouragement Which can trigger emergence flavor spirit and Also capable change behavior in demand individual For going to on matter Which better. On in essence work motivation is For move And directing employees in their work so as to prevent obstacles, errors and failures in their work.

Study Which done by Armansyah (2020) , Agung *et al.*, (2022), Aminuddin (2020), Parahsakti *et al.*, (2020) And Hajali *et al.*, (2022) stated that work motivation has a positive and significant effect on employee performance. This means that the higher the work motivation, the higher the employee performance, which is different from the results of research that done by Sukriani (2020) Which show that work motivation does not have a significant effect on employee performance. This means that changes in work motivation will not cause changes in employee performance.

Factor other Which influence performance employee is experience Work experience. Employee work experience is a reflection of their level of knowledge mastery. And skills Which owned by a employee in Work experience can be measured by the employee's length of service and type of work (Pitriyani, 2020) . Increasing work experience will result in better performance (Sutaguna *et al.*, 2023). Work experience provides employees with adequate knowledge and skills to complete their work. because they have previously worked in the assigned job or have previous experience. Therefore, the more work experience an employee has, the better their performance will be. The more extensive a person's work experience, the more skilled they will be at the job and the more refined their mindset and attitude will be in achieving their stated goals .

Research on the influence of work experience on employee performance by (Wakhidah *et al.*, 2021), Rivaldo and Nabella (2022), Laksmi (2023), and Syarief *et al.*, (2024) shows that work experience has a positive and significant effect on performance. This means that the higher the experience value, the better the performance. Work so will the more Good performance employees. In contrast to research conducted by Sutaguna *et al.*, (2023) which found that work experience had no effect to performance employee. It means change experience Work will not cause changes in employee performance.

The inconsistent research results in this study were addressed by adding mediating variables. The mediating variables used in this study were: This is productivity work, productivity No other from on talking about behavior in demand man or individual, that is behavior in demand productivity, more special Again in field Work or organization Work (Sedarmayanti, 2020). In general, work productivity is defined as the relationship between real and physical results. (goods or service) with Meaning Which actually.

Research conducted by Sari *et al.* (2020), Amalya (2021), Budi (2022), and Ningsih *et al.* (2024) found that productivity influences employee performance. This means that higher productivity leads to better employee performance. This contrasts with research conducted by Endayani *et al.* (2022), which found that productivity had no effect on employee performance.

Factor Which influence productivity Wrong the only one is work motivation. Work motivation is something that plays an important role in increasing work productivity (Putra *et al.*, 2022). Because people who have work motivation Which tall will try with as strong as power so that the work can be carried out as well as possible, it will create an increase in work productivity. Work motivation This is a crucial aspect for management to consider if they want each employee to make a positive contribution to achieving company goals. Work motivation, on the other hand, will significantly increase employee drive in carrying out assigned tasks. Without work motivation, an employee cannot fulfill their duties to standards, or even exceed them, because their motivation and motivation for work are not met.

Work motivation is Wrong One method increase productivity Work employee. (Badruzaman *et al.*, 2024). Employees who have work motivation high will try with all his might so that his work can be successful as well as possible, will create an increase in work productivity. Even though a Employees have good operational skills but do not have work motivation in working, the final results of their work will not be satisfactory.

Research conducted by Hastari *et al.*, (2020), Liana (2020), Kafindho (2023) and Badruzaman *et al.*, (2024) found that work motivation has a positive and significant effect on work productivity. This means that the higher the work motivation, the employees, the better their work productivity will be. This is different from research conducted by Parashakti And Noviyanti (2021) Which find that work motivation does not affect work productivity.

According to Dessler (2020), experience Work is modality important under development employee. Experience Work Which relevant And diverse can help employee For develop skills technical, interpersonal skills, as well as ability adaptation Which needed For success in work n . Experience Work Which owned by employee Also will determine work And position Which will accepted. Experience Work a person's work is an accumulation of successes and failures as well combination from strength And weakness in in carry out his job.

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

Experience work can affect productivity employee (Putra *et al.*, , 2022). With increase experience Work in produce goods, a relatively efficient cost reduction will be achieved, so that the longer a person's work experience, the higher their work productivity. Work experience indicates the extent of a person's mastery of their current field of work. Generally, work experience is measured by looking at how much time the employee has spent in a particular field. Employees with more experience will have higher skills, resulting in higher productivity compared to workers with less experience.

Based on research by Hermawan (2020), Putra *et al.*, (2022), Masriah (2022), and Stafrezar (2023), work experience significantly influences employee productivity. This means that the higher the work experience, the better the effect. experience Work employee so will the more Good productivity Work. This contrasts with research conducted by Tamaka *et al.*, (2022) , which found that work experience had no effect on work productivity. show change experience Work No will cause improvement or decline productivity Work .

This research was conducted at Artshop Krisna Silver, a silver manufacturer located on Jalan Jagaraga, Celuk Village, Sukawati District, Gianyar Regency. Management consistently strives to maximize employee performance in its operations, aiming to help the company achieve its goals. However, in reality, there are still some issues. there are visible employee performance problems from Employees are less able to utilize company resources effectively. This can be seen in employees who use work time for other purposes, such as taking breaks that are supposed to be one hour, but some employees take breaks longer than the allotted time, and some employees are less willing to develop within the company's operations.

Performance existing employees during This will functioning effective if the employees can apply habit in do the task with full not quite enough answer full . In increase continuous performance For still consistent carry out duties and responsibilities answer in accordance with existing provisions and regulations expected For Keep going do development potential specifically about various programs that exist at Artshop Krisna Silver, so that employee expected not only have good performance , but can do it professionally .

Matter This make employee not enough capable using company working hours effectively which will cause company operations to be disrupted. Employees stated that there were work motivation problems, namely in the indicators need will price self Where Artshop Krishna Silver lack of appreciation to high-achieving employees, making employees less enthusiastic about working. In addition to work motivation, employees also stated that they lack long work experience, so they lack skills that can help complete the tasks given. Employees do not master the field of work given and often make mistakes in their work. This is caused because employees do not understand the work given for a long time. Every company has a goal or target to increase the work productivity of its employees by providing wages and welfare benefits to employees, it is hoped that this can increase work productivity. There are problems regarding work productivity.

Welfare benefits will create peace, work enthusiasm, work discipline, and employee loyalty towards the company. Companies and employees essentially need each other, employees are company assets because without human resources the company will not be able to run, likewise employees cannot support their welfare without the company as a place to earn a living as well as implement their own discipline . Therefore, employee welfare must be considered, not only demanded their obligations with various kinds of workloads, likewise with employees who should not only demand rights but the work and responsibilities as employees are not completed.

Based on the phenomena and *research gaps* , the author is interested in conducting research on "**The Influence of Work Motivation on and Work Experience on Employee Performance with Work Productivity as a Mediating Variable at Krisna Silver Artshop**" .

II. REVIEW LIBRARY

2.1 Foundation Theory

2.1.1 Goal Setting Theory

Goal setting theory which developed by Locke since 1968 has begun to attract interest in various organizational problems and issues (Suwarmadani, 2021). According to *goal setting theory* , individuals have several goals, choose goals, and are motivated to work to achieve these goals (Suwarmadani, 2021). This theory assumes that the main factors influencing choice Which made individual is objective Which *Goal setting theory has shown a significant influence on goal formulation (Suwarmadani, 2021)* . Specificity and difficulty are attributes of goal setting. Generally, the more difficult and specific the goal, the higher the level of achievement it will produce.

Goal setting theory or goal setting theory is a cognitive process of building goals. and is behavioral determinants. The basic principles of *goal setting theory* are goals and intentions, both of which are responsible for human behavior (Ridho, 2021). This theory assumes that the primary factor influencing an individual's choices is their goals . *Goal setting theory* has been shown

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

to have a significant influence on the formulation of objective (Arsanti, 2022). Specificity And difficulty is attributes of determination objective. Generally, the more difficult And specific objective that is set, the higher the level of achievement that will be produced.

2.1.2 Framework Think

The framework of thought is a theoretical explanation of the relationship between the variables to be studied, namely: the relationship between the independent (*exogenous*) variable and the dependent (*endogenous*) variable, including any moderator or *intervening variables* (Sugiyono, 2021:60). Based on the problem formulation, which is based on theoretical studies and previous research, the formulation of the framework of thought in this study is explained briefly as follows.

Employee performance is considered good if their work meets company expectations and meets company needs. According to Afandi (2020:83), performance is the work results achieved by an individual or group of individuals within a company, within their respective authorities and responsibilities, in an effort to achieve organizational goals in a manner that is legal, not unlawful, and not contrary to morals and ethics. The factors influencing employee performance in this study are work motivation, work experience, and work productivity.

The research was conducted at the Krisna Silver Artshop where a phenomenon occurred, namely The average absenteeism rate during 2024 was 2.54, which is classified as good . But in June 2024 it looks that level absence employee is classified as very high , this This because in June 2024 there are many ongoing ceremony religious .

According to Flippo in Putra and Sudharma (2020) if absence is 0 to 2 percent stated good , 3 percent up to 10 percent stated high , above 10 percent stated No reasonable so very need get attention Serious from party company it means level attendance at Artshop Krisna Silver is classified as height , thing This caused by Because employees who come late moment O'clock work, leave / sick leave and alpha.

Matter This make employee not enough capable using company working hours effectively which will cause company operations to be disrupted. Artshop Krishna Silver not enough give award to high-achieving employees This makes employees less enthusiastic about their work. Employees also stated that they lack good relationships with their coworkers because most of them work individually.

Employee Also state not enough have experience who have been working for a long time so they lack the skills that can help settlement task Which given. Employee not enough control the field of work given and often causes errors in work. Happen Also problem productivity Work Where employee not enough Able to utilize company resources effectively. This can be seen in employees who use work time for other purposes, such as breaks that should be one hour, but some employees take breaks longer than the specified time, and some employees who are less willing to develop within the company's operations. Work productivity issues can be seen in the presence of unprofitable sales . achieve the target during 2024. Sales have not been fully achieved with a new percentage of 92.90%. The highest sales occurred in February at 103.17% and the lowest sales occurred in month June as big as 87.34%. Matter This show performance employee Which not yet optimal.

The phenomenon that occurred in the company made the researcher interested in conducting research. This with with use theory *goal settings theory*. According to *goal setting theory* , individuals have several goals, choose goals, and are motivated to work For reach goals the (Suwarmadani, 2021). Theory This assumes that the main factors influencing the choices an individual makes are is objective Which owned . *Goal settings theory* has shows a significant influence in the formulation of objectives (Suwarmadani, 2021). Specificity And difficulty is attribute from the determination objective. Generally, the more difficult and specific the goals set, the higher the level of achievement that will result.

Work motivation is everything that arises from a person's desires, by giving rise to passion and desires from within a person that can influence And direct as well as look after behavior For reach goals or desires that are in accordance with the scope of work (Maruli, 2020). The existence of work motivation Which tall make employee become more focused And attention In an effort to achieve good work results that meet company expectations, this fosters better employee performance (Hasibuan, 2021). Work motivation can spur employees to work hard, thereby increasing employee productivity.

Employee work experience is a reflection of the level of knowledge mastery And skills Which owned by a employee in Work performance can be measured by the employee's length of service and type of work (Pitriyani, 2020). Length of service refers to how long an employee has worked, while type of work encompasses the jobs and positions held. Length of service refers to the length of time an employee contributes to a particular company. The mediating variables used in this study are Work productivity. Work productivity is defined as the relationship between tangible and physical results (goods or services) and their intended purpose. According to Armstrong and Taylor (2020), productivity is the ability to produce mark plus from source Power Which available. Employee High productivity will result in better performance due to more efficient work completion. Therefore, companies must pay special attention to their employees to improve their progress and capabilities.

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

This research design is associative and causal in nature, Sugiyono (2021:36) formulation problem associative is something formulation problem study which is ask connection between two variables or more. Form The relationship used is a causal relationship, namely a relationship that is cause and effect in order to test the influence between variables. The variables in this study are work motivation (X1), work experience (X2), work productivity (Y1) , and employee performance (Y2). The process data collection in research This is done through interviews, documentation, observation and questionnaires.

Research Hypothesis

1. (H 1) : Work motivation influential positive to productivity work at Krisna Silver Artshop
2. (H 2) : Work experience influential positive to Work productivity at Arshop Krisna Silver
3. (H 3) : Work motivation influential positive to Employee performance at Artshop Krisna Silver
4. (H 4) : Experience Work influential positive to performance employees at Krisna Silver Artshop
5. (H 5) : Productivity influential positive on performance employees at Krisna Silver Artshop
6. (H 6) : The role of productivity Work capable mediate influence work motivation on employee performance at Artshop Krisna Silver
7. (H 7) : The role of productivity Work capable mediate influence of experience Work to performance employee at Krisna Silver Artshop

III. METHOD STUDY

The location used as the object of this research is the Arshop Khrisna Silver office located on Jalan Jagaraga, Celuk Village, Sukawati District, Gianyar Regency, Bali 80361, considering the existence of phenomena related to the research variables.

As for the population size in study This is all over employee Arshop Krishna Silver A total of 62 people. The sampling technique in this study used a census technique, namely all members of the population were sampled. Saturated sampling / Census technique was chosen because the population in this study was relatively small. that is not enough Of 100 respondents , the sample in this study was all 62 Arshop Khrisna Silver employees.

This research approach is an associative quantitative approach combined with the aim of determining the influence of work motivation and work experience on employee performance with work productivity as a mediating variable at Artshop Krisna Silver Gianyar. Based on the research hypothesis, there are three variables used in this study: work motivation and work experience. and work experience as *exogenous variables*, work productivity as an *intervening variable* , and employee performance as an *endogenous variable* . These variables then serve as guidelines for developing research instruments. Instrument development is carried out once the sample has been determined. Furthermore, data collection is good. data primary and data secondary, Then data processed use PLS analysis technique. The results of data processing will be interpreted to obtain conclusions from the research.

IV. RESEARCH RESULTS AND DISCUSSION

Test Results Hypothesis

1. Testing Influence Direct

Results *Path Coefficient* on every track For influence direct presented in Table 4.1 below :

Table 4.1: Direct Relationship Between Motivational Variables work , experience Work and Productivity Work and Employee Performance

	Original Sample (O)	T Statistics	P Values	Information
Motivation work > Productivity Work	0.386	2,927	0.004	Accepted
Work Experience > Productivity Work	0.418	3,687	0.000	Accepted
Motivation Work > Employee Performance	0.307	2,244	0.027	Accepted
Work Experience > Employee Performance	0.261	2,943	0.004	Accepted
Productivity Work > Employee Performance	0.394	3,370	0.001	Accepted

Source: Appendix 6

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

- a. Influence of Motivation Work on Productivity Work . Test results show the path coefficient value is 0.386 with a t-statistic coefficient of 2.927 and a significance value of $0.004 < 0.05$, indicating that motivation work has a positive and significant effect on productivity work . The results of this test prove hypothesis 1 (H1), which states that work motivation work has a positive effect on productivity work , accepted.
- b. The Influence of Work Experience on Productivity Work . Test results show the path coefficient value is 0.418 with a t-statistic coefficient of 3.687 and a significance value of $0.000 < 0.05$, indicating that experience work has a positive and significant effect on productivity work . The results of this test prove hypothesis 2 (H2) , which states that work experience work has a positive effect on productivity work , accepted.
- c. Influence of Motivation Employee Performance . Test Results show the path coefficient value is 0.307 with a t-statistic coefficient of 2.244 and a significance value of $0.027 < 0.05$, indicating that motivation work has a positive and significant effect on performance employee . The results of this test prove hypothesis 3 (H3) , which states that employee motivation work has a positive effect on performance employee , accepted.
- d. The Influence of Work Experience on Employee Performance. Test Results show the path coefficient value is 0.261 with a t-statistic coefficient of 2.943 and a significance value of $0.004 < 0.05$, indicating that experience work has a positive and significant effect on performance employees . The results of this test prove hypothesis 4 (H4) , which states that employee experience work has a positive effect on performance employee , accepted.
- e. Productivity Impact Employee Performance . Test Results show the path coefficient value is 0.394 with a t-statistic coefficient of 3.370 and a significance value of $0.001 < 0.05$, indicating that productivity work has a positive and significant effect on performance employee . The results of this test prove hypothesis 5 (H5) , which states that employee productivity work has a positive effect on performance employee , accepted.

2. Testing Influence Mediation

Testing of indirect effects in research, as shown by the total *indirect effect results* served in Table 4.2 below :

Table 4.2 Indirect Effect Calculation Results

	Original Sample (O)	Statistics	Values	Information
Motivation work > Productivity Work > Performance Employee	0.152	2,559	0.012	Accepted
Work Experience > Productivity Work > Performance Employee	0.165	2,132	0.035	Accepted

Source: Appendix 6

Results testing variables mediation on Table 4.2 can interpreted as follows :

- a. Testing the Influence of Motivation Employee Performance Through Productivity Work . Test results show The path coefficient value is 0.152 with a t-statistic coefficient of 2.559 and a significance value of $0.012 < 0.05$. The results of this test prove hypothesis 6 (H6), which states that productivity Work capable mediating the influence of motivation work on employee performance is acceptable.
- b. Testing the Influence of Work Experience on Employee Performance Through Productivity Work . Test results show The path coefficient value is 0.165 with a t-statistic coefficient of 2.132 and a significance value of $0.035 < 0.05$. The results of this test prove hypothesis 7 (H7) , which states that productivity Work capable mediating the influence of experience work on employee performance is acceptable.

3. Analysis Influence Direct, Indirect And Total Influence .

Influence analysis direct, No direct And influence total used for know influence in a way overall For connection between variables studied. A summary of the calculations of direct influence, indirect influence and total influence is presented. in Table 4.3 below :

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

Table 4.3: Influence Direct, Influence Not Direct And Influence Total Relationship Between Research Variables

	Influence Direct	Indirect Influence	Total Influence
Motivation work > Productivity Work	0.386	-	0.386
Work Experience > Productivity Work	0.418	-	0.418
Motivation Work > Employee Performance	0.307	0.152	0.459
Work Experience > Employee Performance	0.261	0.165	0.426
Productivity Work > Employee Performance	0.394	-	0.394

Source: Data Processed Researchers (2025)

Table 4.3 shows that the largest total influence value for influencing employee performance is shown by the experience path. work towards performance employee through motivation Work with mark as big as 0, 165 . This matter show that motivation Work the good one capable boost productivity Work employee so that can increase performance employees n is better than through motivational channels Work on employee performance through motivation Work (Mark = 0, 152). Based on findings This, can it is said that with experience Work Which own mark tall will make employees have work productivity to work so that later it can increase performance employee That Alone. Improvement mark motivation Work can also build employee work productivity which will also have an impact on improving employee performance .

4.3 Discussion

1. Influence of Motivation work on productivity Work

The results of the study show that motivation work has a positive and significant effect on productivity work . This means that the better the motivation reduced work with indicator need physical , safety needs , needs social and needs will price yourself , the better your productivity will be. measured work with ability increase results work achieved , enthusiasm work , development self , quality and efficiency at Arshop Krishna Silver .

According to Pratiwi (2021), work motivation is a set of energetic forces originating from within and outside an individual, driving work-related behaviors, including their form, direction, intensity, and duration. Motivated employees are typically more focused and thorough. This directly impacts work productivity and the speed of task completion . Work own a very important role in increase productivity Work employee . When a individual feel motivated work , good in a way intrinsic and extrinsic , they will show more passion and enthusiasm tall in finish tasks given . Motivation Work become internal drive that triggers a sense of responsibility responsibility , dedication , and desire For give results Work best .

Work motivation is Wrong One method increase productivity Work employees. (Badruzaman *et al.*, , 2024). Employees who have high work motivation will try their best to ensure their work is as successful as possible, which will lead to increased work productivity. Work motivation is the thing that very important to note by Management wants every employee to make a positive contribution to achieving company goals. Because with work motivation, an employee will be highly motivated to carry out their assigned tasks. Without work motivation, an employee cannot fulfill their duties to standards or even exceed them because of the motive. And work motivation in Work No fulfilled. Even though a Employees have good operational skills but do not have work motivation in working, the final results of their work will not be satisfactory .

Research conducted by Hastari *et al.*, (2020) found that work motivation has a positive and significant effect on work productivity. This means that the higher an employee's work motivation, the better their work productivity. This is supported by research by Liana (2020), Kafindho (2023), and Badruzaman *et al.* (2024), which found that work motivation is a key factor in improving employee productivity. has a positive and significant effect on work productivity .

2. The Influence of Work Experience on Productivity Work

The results of the study show that experience work has a positive and significant effect on productivity work . This means that the better the experience Work that is measured with idnaiktor length of service , level skills possessed and mastery to work and equipment then productivity will be better measured work with ability increase results work achieved , enthusiasm work , development self , quality and efficiency at Arshop Krishna Silver

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

According to Sedarmayanti (2021:39) experience is capital Which It plays a significant role in running an organization more effectively and efficiently. Work experience is a crucial factor influencing a person's productivity in the workplace. An employee with sufficient work experience will be more skilled at completing tasks, understanding workflows, and facing various challenges more effectively. Experience creates a deeper understanding of the job, resulting in more efficient work processes and maximized results .

Work experience can influence employee productivity (Putra *et al.*, 2022). Increasing work experience in manufacturing goods results in relatively efficient cost reductions, resulting in higher productivity with longer work experience. Furthermore, experienced employees tend to have higher self-confidence, better decision-making skills, and the ability to mentor newer colleagues. This indirectly increases overall team productivity. They also adapt more quickly to change and have broader insights in developing work strategies .

Research conducted by Hartanto *et al.*, (2021) found that experience Work influential positive And significant to work productivity. It means the more tall experience Work employee so will the more good work productivity. This is supported by research by Putra *et al.*, (2022), Masriah (2022) and Stafrezar (2023) who found that work experience has an effect positive And significant to productivity Work .

3. Influence of Motivation work on employee performance

The results of the study show that motivation work has a positive and significant effect on performance employees . This means that the better the motivation reduced work with indicator need physical , safety needs , needs social and needs will price yourself , the better your performance will be. measured employees with indicator quality , quantity , accuracy time , independence and commitment work at Arshop Krishna Silver Arshop Krishna Silver .

According to Maruli (2020), work motivation is anything that arises from a person's passion, by arousing passion and desire from within a person that can influence, direct, and maintain behavior to achieve goals or desires that are in line with the scope of work. Work motivation has a significant influence on employee performance within an organization. When employees feel motivated to work, they will work with more enthusiasm, full of initiative, and oriented towards achieving the best results. Work motivation is a driving force that makes someone willing to work harder, more diligently, and not easily give up when facing challenges in the workplace .

The right work motivation will stimulate the driving force to create a passion for work in a person so that they are willing to work together effectively and integrated with all their efforts to achieve maximum performance, besides... That work motivation can become reason and support behavior A person's motivation leads to a desire to work hard and enthusiastically to achieve optimal results (Aminuddin, 2020). High employee performance is determined not only by skills and knowledge, but also by their internal drive to continuously develop and achieve their goals. Factors such as recognition, a positive work environment, harmonious relationships with coworkers, and supportive leadership can be powerful sources of work motivation. Employees who feel valued and cared for tend to demonstrate greater loyalty and responsibility towards their work .

Research conducted by Hasibuan and Silvia (2021) found that work motivation has a positive and significant impact on employee performance. This means that the higher the work motivation, the This will improve employee performance. This is supported by research by Aminuddin (2020), Parahsakti *et al.*, (2020), and Hajali *et al.*, (2022), which found that work motivation positive influence And significant to performance employee .

4. The Influence of Work Experience on Employee Performance

The results of the study show that experience work has a positive and significant effect on performance employees . This means that the better the experience Work that is measured with idnaiktor length of service , level skills possessed and mastery to work and equipment then the performance will be better measured employees with indicator quality , quantity , accuracy time , independence and commitment work at Arshop Krishna Silver Arshop Krishna Silver .

Employee work experience is a reflection of the level of knowledge mastery And skills Which owned by a employee in Work experience can be measured by the employee's length of service and type of work (Pitriyani, 2020). Work experience is a crucial factor influencing employee performance within an organization. Employees with extensive work experience tend to have a better understanding of their duties and responsibilities and are able to complete their work more efficiently and effectively. Experience enables an individual to develop practical skills, technical knowledge, and the ability to deal with various workplace situations .

The more work experience an employee has, the better their performance will be (Sutaguna *et al.* , 2023). Work experience empowers employees with adequate knowledge and skills to complete their assigned tasks, based on prior experience and prior experience. Therefore, the greater an employee's work experience, the better their performance. The more extensive a person's work experience, the more skilled they are at performing their work, and the more refined their mindset and attitude are in achieving their goals .

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

Research conducted by Rozi and Suanrsi (2021) who found that work experience has a positive and significant effect on employee performance. It means the more tall experience value Work so will the more good employee performance. This is supported by research by Rivaldo and Nabella (2022), Laksmi (2023) And Syarief *et al.*, (2024) Which find that experience work has a positive and significant effect on employee performance .

5. Influence on Productivity Work on Employee Performance

The results of the study show that productivity work has a positive and significant effect on performance employees . This means that the better the productivity measured work with ability increase results work achieved , enthusiasm work , development self , quality and efficiency then the performance will be better measured employees with indicator quality , quantity , accuracy time , independence and commitment work at Arshop Krishna Silver Arshop Krishna Silver .

Productivity is nothing but talking about human behavior or individual, that is behavior in demand its productivity, more special Again in field Work or work organization (Sedarmayanti, 2020). Work productivity is an important indicator in assessing how effectively and efficiently an employee completes their tasks. A high level of productivity indicates that employees are able to produce maximum output with optimal use of time, energy, and resources. This significantly impacts overall employee performance .

Productivity is one of the components that a company must have. company if want to reach objective Which has (Budi, 2022). Productive employees tend to have good work focus, are able to manage their time effectively, and take the initiative to complete work without constant direction. Good productivity also reflects discipline, responsibility, and high work motivation. All of these elements are essential for creating superior performance .

Research conducted by Sari *et al.* (2020) found that productivity influences employee performance. This means that higher productivity leads to better employee performance. This finding is supported by research conducted by Amalya (2021), Budi (2022), and Ningsih *et al.* (2024), which found that productivity positively influences employee performance.

6. Influence of Motivation work on Employee Performance through Productivity Work

The results of the study show that motivation work has a positive and significant effect on performance employee through productivity work . This means that with existence productivity Work so will the more big influence motivation work then towards performance employees . Research results This show that productivity Work only mediate part influence motivation Work to performance employee .

Ferdinatus (2020) said that work motivation is something that must be built with personality or character. Which Good, Because encouragement work motivation Which based on with The existence of wrong principles and reasons will result in a loss. Work motivation plays an important role in shaping employee performance, especially when the influence is channeled through Work productivity levels. Employees with high work motivation tend to demonstrate passion and enthusiasm in carrying out their tasks, which ultimately increases their productivity in the workplace. High productivity reflects dedication, focus, and work efficiency, all of which stem from both internal and external work motivation .

Research by Sari *et al.*, (2020), Indah *et al.*, (2021) and Zidah (2023) states that work motivation influences employee performance with productivity as a mediating variable .

7. The Influence of Work Experience on Employee Performance through Productivity Work

The results of the study show that experience work has a positive and significant effect on performance employee through productivity work . This means that with existence productivity Work so will the more big influence experience work then towards performance employees . Research results This show that productivity Work only mediate part influence experience Work to performance employee

Employee work experience is a reflection of the level of knowledge mastery And skills Which owned by a employee in Work experience can be measured by the employee's length of service and type of work (Pitriyani, 2021). Work experience is a factor that significantly influences employee performance, particularly through increased work productivity. As experience increases, employees will gain a deeper understanding of their duties and responsibilities. This enables them to work faster, more precisely, and more efficiently in completing various tasks. Experienced employees typically have well-established work patterns. They know how to manage their time, avoid mistakes, and make decisions with greater confidence. This work efficiency directly increases productivity, resulting in greater quantity and higher-quality output in a relatively short time. This high level of productivity is the foundation for improved overall performance .

Study Sugiyanto And Utami (2021), Amini And Hidayat (2023) and Mifta *et al.*, (2023) stated that work experience has an influence on performance employee with productivity Work as variables mediation .

The Influence of Work Motivation and Work Experience on Performance Employee with Productivity Work as a Mediation Variable at Krisna Silver Artshop in Celuk Sukawati Village, Gianyar Regency

V. CONCLUSION AND SUGGESTION

5.1 Conclusion

From the results research that has been done at Arshop Krishna Silver so can withdrawn conclusion as following :

1. Motivation work has a positive and significant effect on productivity Work employee Arshop Krishna Silver . This means better motivation. work then productivity Work employee Arshop Krishna Silver will be even better.
2. Experience work has a positive and significant effect on productivity Work employee Arshop Krishna Silver . It means better experience work then productivity Work employee Arshop Krishna Silver will be even better.
3. Motivation work has a positive and significant effect on performance employee Arshop Krishna Silver . This means better motivation. work then performance employee Arshop Krishna Silver will be even better.
4. Experience work has a positive and significant effect on performance employee Arshop Krishna Silver . It means better experience work then performance employee Arshop Krishna Silver will be even better.
5. Productivity work has a positive and significant effect on performance employee Arshop Krishna Silver . This means better productivity. work then performance employee Arshop Krishna Silver will be even better.
6. Motivation work has a positive and significant effect on performance employee through productivity Work employee Arshop Krishna Silver . It means with existence productivity work then influence motivation Work to performance employee Arshop Krishna Silver will go higher .
7. Experience work has a positive and significant effect on performance employee through productivity Work employee Arshop Krishna Silver . It means with existence productivity work then influence experience Work to performance employee Arshop Krishna Silver will go higher .

5.2 Suggestions

Based on the discussion and conclusions that have been put forward previously, the suggestions from this research are:

1. Motivation work at Arshop Krishna Silver Already in category good . However results answer respondents show indicator need will price self get mark the lowest. This is indicates that employee want Arshop Krishna Silver capable value employee in Work However Not yet capable filled with good . Based on this, it is recommended to Arshop Krishna Silver for more value employee in Work like give appreciation to high - achieving employees in Work .
2. Experience work at Arshop Krishna Silver Already in category good . However results answer respondents show indicator skills get mark the lowest. This is indicates that employee Arshop Krishna Silver Not yet have skills good job in work . Because of that That Arshop Krishna Silver expected always make an effort For increase skills employee in Work with method give in -depth training and understanding about work to be done done .
3. Productivity work at Arshop Krishna Silver Already in category good . However results answer respondents show indicator Spirit Work get mark the lowest. This is indicates that employee Arshop Krishna Silver Not yet have Spirit good job in work . Therefore That Arshop Krishna Silver expected capable increase Spirit Work employee so that results Work employee will the more Good .
4. Employee performance at Arshop Krishna Silver Already in category good . However results answer respondents show indicator accuracy time has a value weight most low . This is indicates that employee Arshop Krishna Silver Not yet capable finish work with appropriate time . D is recommended to party Arshop Krishna Silver to pay more attention to the burden given to employees, whether it is in accordance with the hours/ work shifts and wages received
5. For further research, it is hoped that other variables that have the potential to influence employee performance will be added, such as work competence , compensation and job satisfaction.

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