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Effects of Work Experience, Education Level, and Wages on Employee Performance with Religiosity as Moderating Variables

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Abstract. The study aims to determine the influence of work experience, level of education, and wages on the performance of employees with religiosity as a moderating variable. The research site was conducted at PT Cahaya Wira Sejahtera with 95 respondents. This research includes quantitative research using the Partial Least Square (PLS) method. The results of this study are variable work experience and wages have a significant influence on employee performance. While the level of education does not affect religiosity as well as employee performance. Work experience affects religiosity and wages have no effect on religiosity. Religiosity affects employees ' performance and is capable of the dissemination of the relationship between work experience and employee performance. However, Religiosity is not able to process the relationship level of education and wages to employee performance. This is in line with the research results explaining that the level of education has no effect on employee performance because the workload provided does not require high education. Then the reverse result is in the wage variable where the wage variable affects the employee's performance but if mediated with religiosity has no effect on the employee's performance. This can be caused by the level of religiosity of employees of PT. Cahaya Wira Sejahtera, which is likely less so high that it has not been able to process the effect of wages on employee performance.

Keywords. work experience, level of education, wages, performance of employees, religiosity

Introduction

The quality of human resources greatly influences the progress of a company. Therefore, human resources are invaluable assets in a company. Without them the company cannot grow and develop. The good quality of human resources can be shown by their level of skills and productivity (Awanis and Khatijah, 2017). Measuring employee productivity using the net value added shows wages and performance have a positive correlation, but the rate of growth in net value added per worker is faster than the rate of growth of wages per worker. This means that there are other factors besides wages in improving employee performance which are non-monetary factors (Nayak & Patra, 2013).

Various companies continue to strive to improve the skills and productivity of their human resources, especially in companies engaged in services. In a service company, service is the main thing so good skills are needed to provide satisfaction and accuracy of service to customers. The human resource model measures the productivity of a service company. The

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better the quality of human resources will encourage the optimization of a company's performance, so that the company's goals are achieved. The service sector is a sector that plays an important role in the growth of gross domestic product. In the 2019 quarter the service sector led the Gross Domestic Product data in Indonesia, Based on data from the Central Statistics Agency, other service sectors in the third quarter of 2019 recorded a growth of 10.72% compared to the third quarter of the previous year (YoY). Similarly, the company's service sector grew 10.22% from the previous (Kusnandar, 2019).

One service company that is growing rapidly in East Java is a nitrogen filling service company located at a gas station. In East Java, nitrogen refueling companies are found throughout Pertamina retail gas filling stations (MOR V) (2019), both retail outlets owned by Pertamina Retail and privately owned. The average outlet for nitrogen filling and light service is at the end of the gas station exit. This is because the business owners assume that vehicle owners come to the gas station with the main purpose for refueling and light service to be the next destination.

Based on data from Pertamina retail MOR V (2019), the number of gas stations in East Java alone is 890 stations with the highest number of distribution in the cities of Surabaya, Malang and Sidoarjo. The number of gas stations is proportional to the number of nitrogen businesses in East Java. The company's profit is supported not only by the availability of land at the gas station but also depends on the number of motorized vehicles. So that the company's profits will be higher if the number of motorized vehicles is higher, whereas when viewed from the road conditions in East Java, on average there is an expansion due to congestion. This indicates an increase in the volume of motorized vehicles in East Java, both the number of two-wheeled vehicles (R2) and four-wheeled vehicles (R4) from year to year is increasing.

Table 1. Number of Motorized Vehicles in East Java in 2014-2018

Types of Motorized Vehicles	Number of Motorized Vehicles (Units)				
	2014	2015	2016	2017	2018
Passenger car	12.599.038	13.480.973	14.580.666	15.423.968	16.440.987
Bus Car	2.398.846	2.420.917	2.486.898	2.509.258	2.538.182
Freight cars	6.235.136	6.611.028	7.063.433	7.289.910	7.778.544
Motorcycle	92.976.240	98.881.267	105.150,082	111.988.683	120.101.047
Total	114.209.260	121.394.185	129.281.079	137.211.818	146.858.759

Source: East Java Province Transportation Agency

From table 1.1 there is a significant increase in the number of vehicles from year to year mainly dominated by motorbikes and passenger cars. Other data from the East Java Central Statistics Agency (BPS) in 2018 said that the city of Surabaya was ranked the highest R2 vehicles, second Malang, and third Sidoarjo. The R4 vehicle has the same number and growth pattern as the R2 vehicle. An increase in the number of motorized vehicles indicates that the economy in Indonesia is experiencing an increase. But the increase in motor vehicles does not yet reflect the increase in turnover experienced by nitrogen company owners.

The management process, which consists of the actions of planning, organizing, mobilizing and controlling through the utilization of available resources needed to achieve goals within the company. These actions are related to one another in order to achieve the company's goals. Among them are human resource factors. Human resources are one of the most important elements for carrying out functions and achieving company goals.

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In an effort to improve and develop a company requires maximum performance. Good Human Resources (HR) are able to work optimally in accordance with the targets and rules provided by the company. High performance can be measured from the completion of work targets in a timely manner or not exceeding the time limit provided. If completed beyond the time limit provided or not resolved at all, then the performance is said to be low. Giving rewards to employees can improve employee performance. Improved employee performance encourages companies to produce products at competitive prices. It is also influenced by motivating employees. Determination of how the company achieves high levels of productivity is determined by employee performance.

In addition to performance, service companies also need experience rather than workers. Experience that has been experienced will affect employee performance. Therefore, how long a person works will affect good skills and service delivery. Less risk of mistakes in work and more timely is determined by one's work experience. Many experiences will bring up one's potential (Elaine B Johnson, 2010: 228). This potential arises gradually over time in response to various experiences. Therefore a person's ability to learn from experience, both sweet and bitter experience is really important to consider in work relationships. So that an understanding of something that is lived and experienced and experienced something, and skills or values that are integrated with one's potential is called experience. Work experience possessed by individuals is a level of mastery of skills (soft skills) and Knowledge (hard skills) obtained and enhanced through education, while skills (soft skills) can be obtained from work experience.

Factors affecting employee performance other than work experience are the level of education. In the research of Akkermans et al, (2009) explained that a high level of education from human resources can improve employee performance. Without the role of humans even though the various factors needed are available, the company will not run because humans are the driving force and determining the course of a company. Humans as company subjects are required to provide optimal performance in order to achieve company goals. Companies can grow and progress if the employees in it have maximum performance. Then changes in education levels can have an impact on employment changes.

Providing an appropriate wage can give the company the desired employee. But this cannot be done in the short term. In carrying out their duties and responsibilities in the company, employees make wages as a reference. Therefore, the provision of wages must be based on careful consideration in line with improving employee performance. According to Sessions & Theodoropoulos, (2013) regulating appropriate wages can improve employee performance. Thus, wage compatibility provides benefits to both parties in terms of employees and the company.

There is research that discusses employee performance. One of them is Choi et al. (2013) discusses the effect of work experience on employee performance. Then research from Akkermans et al., (2009) discusses the effect of education level on employee performance. Furthermore, research from Gunawan & Amalia, (2015) discusses the effect of wages and quality on employee performance. In addition to the variable work experience, education level, and wages there are also variables that can affect employee performance, namely the level of religiosity. Research from Héliot at. al., (2020) also explained that religiosity is a variable that can affect employee performance. Every behavior in the work environment according to religious workers will be based on religious guidance. A religious worker is always responsible for every obligation he receives including obligations as a worker.

From this explanation can be a new research with the assumption that individual religiosity becomes moderating variable expectations for variables of motivation and work

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environment on employee work productivity. Therefore, researchers are interested in conducting research with the title "Effect of work experience, education level and wages on employee performance with Religiosity as a moderating variable".

Review of literature

Employee performance

The concept of employee performance has evolved in recent years to include core task behavior, citizenship behavior, and counterproductive behavior. Tasks of core performance refer to the basic required specific tasks. Citizenship performance refers to the extra behavior involved by employees, above the requirements of their core duties, which actively promote and strengthen organizational effectiveness. For example, helping other employees. Counterproductive performance refers to voluntary behavior that endangers the welfare of the organization such as theft. In improving employee performance there are several variables that can influence it. These variables are work experience, education level, wages, and religiosity. There are several studies that discuss variables that affect employee performance.

Methodology

This research uses a quantitative approach, namely by documenting and analyzing research data appropriately using statistical calculations. Malhotra in Anshori & Iswati (2009) suggested that quantitative research aims to quantify data and obtain research results that can be generalized using statistics as a data analysis tool. Sugiyono (2014) explains that quantitative methods are based on positivism philosophy, used to examine specific populations or samples, collecting data using research instruments, analyzing quantitative / statistical data with the aim of testing established hypotheses. In this study using work experience variables (X1), education level (X2), wages (X3), religiosity (Z), and employee performance (Y). The definition of the variables used in this study will be explained as follows:

Work experience is a measure of the amount of work time a person has taken in understanding tasks or work and has done it well. The indicators to measure work experience in this study are the length of time / years of work, the level of ability and skills and mastery of the job.

The level of education referred to in this study is the stage of formal education that has been completed by the employees of PT. Cahaya Wira Sejahtera. The indicators used in this study are basic education (SD / MI), secondary education (SMP / MTs) or (SMA / SMK / MA) and higher education (Diploma / Bachelor / Master / Doctor).

Wages are workers' rights that are received and expressed in the form of money in return from employers or employers for workers / laborers who are determined and paid according to a work agreement, agreement, or statutory regulation, including benefits for workers / laborers and their families for a job and / or service that has or will be performed. The indicators to measure financial satisfaction in this study are, wages received on time, wages received according to length of work, and wages received can meet daily needs.

Performance is basically a shift from productivity to express one's ability to achieve goals. The indicators to measure performance in this study are, responsibility, loyalty, honesty, discipline, and expertise.

Religious is a condition in which a person can feel and acknowledge the highest power that overshadow human life by carrying out all the commands of God and leaving all His prohibitions, so that this will bring calm and peace of self. Indicators used to measure religiosity are dimensions of belief, dimensions of worship or religious or sharia practices, and dimensions of experience or morals.

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This research will be conducted at PT. Cahaya Wira Sejahtera, located on Jalan Raden Wijaya No. 45 Becirongengor, Wonoayu District, Sidoarjo Regency. The data used in this study are primary data in the form of the results of questionnaires to employees of PT. Cahaya Wira Sejahtera. Research time is April - May 2020.

This research uses partial least square (PLS) because it does not require normally distributed data. The results remain robust even though there are abnormal data and PLS allows a simultaneous analysis of latent variables with several indicators. According to Sholihin & Ratmono (2013) PLS is a causal capital approach that aims to maximize the variation of the criterion latent variables that can be explained (explained variance) by the latent predictor variable. Benefits in the PLS method are (Sholihin & Ratmono, 2013):

1. Partial Least Square (PLS) can work efficiently with small sample sizes and complex models.
2. Partial Least Square (PLS) can analyze both reflective and formative indicator models, which in this study will use reflective indicators. This is not possible by the Structural Equation Model (SEM) because an unidentified model will occur.
3. Partial Least Square (PLS) uses relatively looser assumptions. This is different from the Structural Equation Model (SEM) which requires many assumptions that must be met, such as multivariate data normality, homoscedasticity, minimum sample size, and so on.
4. Partial Least Square (PLS), in addition to being used to confirm theories, can also be used to explain the presence or absence of relationships between latent variables.
5. Data do not have to be multivariate normally distributed (indicators with category, ordinal, interval to ratio scales can be used on the same model).
6. The sample size does not have to be large, although PLS is used to confirm the theory.

The steps in the PLS analysis are as follows (Sholihin & Ratmono, 2013):

1. Designing structural models or inner models. The inner model is a model that specifies the relationship between latent or biased variables as well as the inner model describes the relationship between latent variables based on substantive theory.
2. Designing a measurement model or outer model. Outer model is a model that specifies the relationship between latent variables and indicators or it can be said that the outer model defines how each indicator relates to the latent variable.
3. Construct a path diagram.
4. Perform estimation or estimation of parameters. Estimation of parameters is done to calculate latent variable data.
5. Goodness of Fit. In this case divided into two namely the outer model and the inner model.

Discussion

Analysis Results

1. **Description of Research Objects**

   PT. Cahaya Wira Sejahtera was established and has been incorporated under Notarial Deed No. 1, Notary Endang Prastiya Rahayu, S.H. domiciled in Sidoarjo. PT. CWS is a company engaged in the field of Nitrogen Filling Services (N2) and Tubeless Tire Patches that are reliable and professional with the placement of Outlets within the gas station environment managed both by Private and Pertamina Retail. Established from 2014 until now 2020, PT. CWS has 60 branches spread throughout Indonesia. The number of employees of PT. CWS has reached 130 employees. With the fast and stable business development, it is interesting to see the performance of the employees at PT.CWS.

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2. **Partial Least Square Analysis**
   In this study using the PLS technique to test models and hypotheses. The analysis using PLS (Partial Least Square) consists of two parts, namely the evaluation of the outer model and the evaluation of the inner model. The following will explain the evaluation of each model based on the results of the analysis conducted.
3. **Outer Model**
   Outer model evaluation aims to determine the validity and reliability of measurement instruments in the research model. . This is done to find out how well the questionnaire items measure the nature and concept of the measured variables and know the consistency of the questionnaire items in measuring the same variables in different times and places. Analysis of the outer model can be seen from the value of convergent validity, construct validity, discriminant validity, and composite reliability. The outer model is shown as follows.
4. **Convergent Validity**
   The first outer model analysis is to look at convergent validity. Convergent validity test in PLS can be done by looking at the value of each loading factor. The loading factor value describes the magnitude of the correlation between each measurement item (indicator on the questionnaire) and the latent variable (its construct). An indicator item is said to have fulfilled convergent validity if the loading score on each path between the component (latent variable) and manifest variable should be> 0.7 (Abdillah & Jogiyanto, 2016). AVE value> 0.5 means that the indicator probability of a construct enters another variable which is lower (less 0.5) so that the probability of the indicator converges and enters the intended construct is greater, ie above 50 percent (Abdillah & Jogiyanto, 2016). The construct validity test results using SmartPLS are obtained as follows:

Table 2. Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Performance	0.730
Work Experience	0.830
Religiosity	0.891
Level of education	1.000
Wage	0.723

Source: Data processed with PLS

Based on Table 2 above, it can be seen that the value of AVE on each variable in the analysis model of this study already has a good construct validity value, which is the AVE value greater than 0.5.

5. **Discriminant Validity**
   Discriminant validity is a test conducted to see whether each indicator that makes up a latent variable has a higher loading value compared to indicators for other latent variables. In the discriminant validity test the parameter used is to compare the roots of AVE a construct must be higher than the correlation between these latent variables, or by looking at the value of cross loading (Abdillah & Jogiyanto, 2016). In the cross loading table it will be seen that each indicator in a construct will be different from the indicators in other constructs and collect in the intended construct. Here are the cross loading values for each indicator:

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Table 3. Cross Loading

	Performance	Work Experience	Religiosity	Level Of Education	Wage
KIN1	0.883	0.771	0.700	0.055	0.659
KIN2	0.818	0.688	0.635	-0.080	0.720
KIN3	0.899	0.851	0.835	-0.040	0.776
KIN4	0.877	0.830	0.790	-0.015	0.649
KIN5	0.791	0.716	0.604	-0.018	0.662
PEND1	-0.023	-0.063	-0.061	1.000	0.017
PENG1	0.733	0.891	0.799	-0.110	0.646
PENG2	0.850	0.902	0.755	-0.017	0.670
PENG3	0.886	0.939	0.836	-0.047	0.784
REL1	0.803	0.814	0.928	-0.070	0.721
REL2	0.760	0.782	0.891	-0.003	0.592
REL3	0.786	0.843	0.967	-0.042	0.710
REL4	0.828	0.860	0.965	-0.039	0.747
REL5	0.786	0.826	0.967	-0.130	0.705
UP1	0.759	0.705	0.701	-0.063	0.843
UP2	0.647	0.597	0.570	0.029	0.857
UP3	0.650	0.654	0.596	0.092	0.850

Source: Data processed with PLS

Table 3 shows that the value of each indicator in a construct is higher than that of other constructs and collects on that one construct. So in this study it can be said to have good discriminant validity.

6. Composite Reliability

Reliability test can be seen from the value of Cronbach's alpha and Composite reliability. A construct can be said to be reliable, if it has a Cronbach's alpha value must be> 0.6 and the Composite reliability value must be> 0.7 (Abdillah & Jogiyanto, 2016). Composite reliability measures the true reliability value of a variable, while Cronbach's alpha measures the lowest value of a variable's reliability so that the Composite reliability value is always higher than the Cronbach's alpha value (Abdillah & Jogiyanto, 2016). Following are the values of Cronbach's alpha and Composite reliability of each variable in this study:

Table 4. Composite Reliability dan Cronbach's alpha

	Cronbach's Alpha	Composite Reliability
Performance	0.907	0.931
Work Experience	0.897	0.936
Religiosity	0.969	0.976
Level Of Education	1.000	1.000
Wage	0.809	0.887

Source: Data processed with PLS

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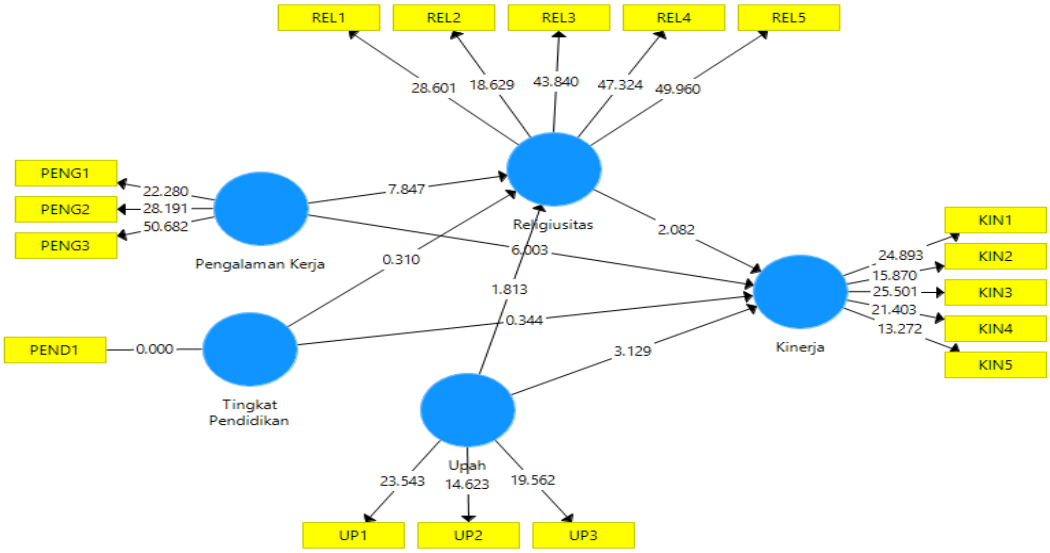
Based on Table 4. it can be seen that all constructs in this study have a Cronbach's alpha value> 0.6 and Composite reliability value> 0.7, so it can be said that all constructs are reliable. This can be interpreted that each construct in the research model has internal consistency in the instrument reliability test.

7. Inner Model

Inner model testing or structural model is performed to predict causal relationships between variables or hypothesis testing. This test can be seen through the results of the coefficient of determination, predictive relevance, goodness of fit, as well as the path coefficient and parameter coefficient. When a significant relationship between variables is known, then it can be concluded that the hypotheses related to the variables used in this study are work experience, education level, wages, religiosity and student performance. Hypothesis testing is done by bootstrapping. Here are the results of PLS bootstrapping output on the research model:



Source: Data processed with PLS
Figure 2. PLS Inner Path Diagram Model

8. Coefficient of Determination

Analysis of the coefficient of determination is done to measure how far the ability of a model to explain the variation of the dependent variable (Ghozali, 2008). The coefficient of determination is between zero and one. The smaller the R-square value means that the variation of the dependent variable is very limited, and a value close to 1 (one) means that the independent variables are able to provide all the information needed to explain and predict the dependent variable. The coefficient of determination can be seen in the R-square table by multiplying the R-square value by 100%, if the result is more than 67% then it indicates a good coefficient of determination, if the result is less than 67% but more than 33% indicates a moderate coefficient of determination, and if less than 33% but more than 19% indicate a weak coefficient of determination (Ghozali, 2008). The following table shows the coefficient of determination:

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Table 5. R-Square

	R Square	R Square Adjusted
Performance	0.856	0.850
Religiosity	0.775	0.768

Source: Data processed with PLS

Based on the R-square values shown in Table 6. and after multiplying by 100%, the coefficient of determination obtained from each variable is 85.6% for the performance variable, and 77.5% for the religiosity variable. In this case it means that the coefficient of determination of the performance variable influences this research by 85.6%, while the remaining 14.4% is explained by other variables outside the research model. In addition, the coefficient of determination of the religiosity variable of 77.5% is influential in this study, while the remaining 22.5% is explained by other variables outside the research model.

9. Predictive Relevance

In this structural model predictive relevance is used to measure how well the observational values generated by the model and also the estimated parameters (Ghozali, 2008). The value of predictive relevance can be determined through the calculation of Q-square as follows:

Q2 $= 1 – (1–R^2_1) \text{ x } (1– R^2_2)$
$= 1 – (1 – 0.856) \text{ x } (1 – 0.775)$
$= 1 – (0.144) \text{ x } (0.225)$
$= 1 – 0.0324$
$= 0.9676$

Based on the results of the Q-square calculation above, it can be stated that the model has a predictive relevance value of 0.9676 or 96.76%, this shows that the analysis model has a good predictive relevance.

10. Goodness of Fit

Goodness of fit is a test of compatibility or suitability between certain observations (frequency of observations) and the frequency obtained based on the expected value (theoretical frequency). Goodness of fit values can be determined through the following calculations:

Goodness of fit $= \sqrt{AVE \; X \; R^2}$
$= \sqrt{200{,}63X \; 0.8155}$
$= 11{,}55$

Based on these calculations, it can be seen the value of *goodness of fit* in this study amounted to 11.55. **Goodness of fit** has three criteria, namely *goodness of fit* = 0.10 small value, goodness of fit = 0.25 medium value, *goodness of fit* = 0.36 large value. The calculation results above indicate if the combined performance of the measurement model and structural model has a large value above 0.36. This explains that the empirical data fits or fits the model (there is no difference between the model and the data so the data model is said to be fit) (Ghozali, 2008).

11. Hypothesis Testing

The next test is hypothesis testing with estimated path coefficients that can be evaluated based on T-statistics values. The path efficiency estimate shows the estimated value that illustrates the relationship between latent variables obtained by the bootstrapping procedure.

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The measurement items used are said to be significant if the T-statistics value is greater than 1.96 and the p-value is less than 0.05 at the 5% significance level. While the parameter coefficient indicates the direction of influence by looking at the positive or negative original sample as well as the magnitude of the influence of the independent variable on the dependent variable (Ghozali, 2008). Following is the path coefficient table to see the T-statistic value.

Table 6. Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
Work Experience → Performance	0.594	0.592	0.099	6.003	0.000
Level Of Education → Performance	0.018	0.022	0.053	0.344	0.731
Wage → Performance	0.254	0.260	0.081	3.129	0.002
Work Experience → Religiosity	0.751	0.740	0.096	7.847	0.000
Level Of Education → Religiosity	-0.017	-0.017	0.053	0.310	0.757
Wage → Religiosity	0.159	0.163	0.088	1.813	0.070
Religiosity → Performance	0.134	0.129	0.064	2.082	0.038
Work Experience→ Religiosity → Performance	0.100	0.095	0.049	2.049	0.041
Level of Education → Religiosity → Performance	-0.002	-0.002	0.008	0.291	0.771
Wage → Religiosity → Performance	0.021	0.022	0.017	1.288	0.198

Source: Data processed with PLS

Based on the results of the path coefficient test in Table 6 above, it can be used to prove the research hypothesis as follows:

1. Effect of Work Experience on Employee Performance
   In table 7 it can be seen that work experience has an effect on performance, with a parameter coefficient of 0.594. This shows that, the higher work experience, the performance will increase. And also, work experience has a significant effect that can be seen from the results of the path coefficient which shows the T-statistic value of 6.003> 1.96 and the p-value of 0.000 <0.05. Based on these statistical calculations, it can be concluded that work experience has a positive and significant effect on performance in this study sample, so that H1 which states that work experience has a significantly positive effect on the performance of employees of PT. Cahaya Wira Sejahtera **received.**
2. Effect of Education Level on Employee Performance
   In table 7 it can be seen that the level of education has a positive and significant effect on performance, with the parameter coefficient value of 0.018. This shows that a high

level of education is very meaningful in improving performance. The non-significance effect can be seen from the results of the path coefficient which shows the T-statistic value of 0.344 <1.96 and p-value of 0.731> 0.05. Based on these statistical calculations, it can be concluded that the level of education has a positive and not significant effect on performance in this study sample, so H2 which states that the level of education has a significantly positive effect on the performance of employees of PT. Cahaya Wira Sejahtera **was rejected**.

3. Effect of Wages on Employee Performance

In Table 7 it can be seen that wages have a positive influence on employee performance, with a parameter coefficient value of 0.254. This shows that, if wages have increased the performance will increase. The influence of significance can be seen from the results of the path coefficient which shows the T-statistic value of 3,129 <1.96 and p-value of 0.002 <0.05. Based on these statistical calculations, it can be concluded that wages have a positive and significant effect on employee performance in this study sample, so H3 which states that wages have a significantly positive effect on the performance of employees of PT. Cahaya Wira Sejahtera **received.**

4. Effect of Work Experience on Religiosity

In Table 7 it can be seen that work experience has a positive influence on religiosity, with a parameter coefficient value of 0.751. This shows that, if work experience has increased, religiosity will increase. Significant influence can be seen from the results of the path coefficient which shows the T-statistic value of 7,847> 1.96 and p-value of 0,000 <0.05. Based on these statistical calculations, it can be concluded that work experience has a positive and significant effect on religiosity in this study sample, so H4 which states that work experience has a significantly positive effect on the religiosity of employees of PT. Cahaya Wira Sejahtera **received**.

5. Effect of education level on religiosity

In Table 7 it can be seen that the level of education has a negative influence on religiosity, with the parameter coefficient of -0.017. This shows that, if the level of education increases, religiosity will decrease. The insignificant effect can be seen from the results of the path coefficient which shows the T-statistic value of 0.310 <1.96 and p-value of 0.757> 0.05. Based on these statistical calculations it can be concluded that the level of education has a negative and not significant effect on religiosity in this study sample, so H5 which states that the level of education has a significantly positive effect on the religiosity of employees of PT. Cahaya Wira Sejahtera was **rejected.**

6. Effect of Wages on Religiosity

In Table 7 it can be seen that wages have a positive influence on religiosity, with a parameter coefficient value of 0.159. This shows that, if wages increase, religiosity will increase. The insignificant effect can be seen from the results of the path coefficient which shows the T-statistic value of 1,813 <1.96 and p-value of 0.070> 0.05. Based on these statistical calculations, it can be concluded that wages have a positive and not significant effect on religiosity in this study sample, so H5 which states that wages have a significantly positive effect on the religiosity of employees of PT. Cahaya Wira Sejahtera **was rejected.**

7. Effect of Religiosity on Employee Performance

In Table 7 it can be seen that religiosity has a positive influence on employee performance, with a parameter coefficient value of 0.134. This shows that, if religiosity increases, employee performance will also increase. Significant influence can be seen from the results of the path coefficient which shows the T-statistic value of 2.082>

1.96 and p-value of 0.038> 0.05. Based on these statistical calculations, it can be concluded that religiosity has a positive and significant effect on employee performance in this study sample, so H5 which states that religiosity has a significantly positive effect on PT. Cahaya Wira Sejahtera **received.**

8. In Table 7 it can be explained that religiosity is able to significantly mediate the relationship between work experience and employee performance. The influence of significance can be seen from the results of the path coefficient which shows the T-statistic value of 2.049> 1.96 and p-value of 0. 041 <0.05. Based on these statistical calculations, it can be concluded that religiosity is able to significantly mediate the relationship between work experience and employee performance in this study sample, so H8 which states that work experience through religiosity has a significantly positive effect on PT. Cahaya Wira Sejahtera **received.**
9. In Table 7 it can be explained that religiosity is not able to significantly mediate the relationship between education level and employee performance. The influence of non-significance can be seen from the results of the path coefficient which shows the T-statistic value of 0.291 <1.96 and p-value of 0.771> 0.05. Based on these statistical calculations, it can be concluded that religiosity is not able to significantly mediate the relationship between education level and employee performance in this study sample, so H9 which states that education level through religiosity has a significantly positive effect on PT. Cahaya Wira Sejahtera **was rejected**.
10. In Table 7 it can be explained that religiosity does not significantly mediate the relationship between wages and employee performance. The effect of non-significance can be seen from the results of the path coefficient which shows the T-statistic value of 1288 <1.96 and p-value of 0.198> 0.05. Based on these statistical calculations, it can be concluded that religiosity is not able to significantly mediate the relationship between wages and employee performance in this study sample, so H10 which states that wages through religiosity has a significantly positive effect on the performance of employees of PT. Cahaya Wira Sejahtera was rejected.

From the results of the discussion above there are studies that support the results of the discussion. Sawyerr et al. (2009) explain that performance can be influenced by personality factors of each employee itself. Poor emotions from employees can cause performance degradation. Eirich (2015) explains in his research that religiosity influences positive education. In another study it was mentioned that the level of religiosity did not affect education (Mensah & Azila-Gbettor, 2018). Dilmaghani (2015) explains that the level of religiosity affects the wage receipt of workers. In Yeganeh's (2015) study, it was explained that religiosity does not affect performance in a company. Meanwhile according to Zwick (2012), wages can affect senior employees' performance by increasing their wages.

He et al. (2015) explained that customer orientation strengthens the relationship between organizational identification and employee performance, this increases the mediating effect and organizational identification between employee personalities based on their experience and performance. Sachitra & Siong-Choy, (2019) also argues that religiosity is able to moderate the relationship between ability, resources, and personal excellence to the performance of farmers so that they can export their products. In line with Wijaya, (2019) religiosity can improve one's performance both at work and in building a business. In contrast to research from Hari et al. (2018) which mentions religiosity has not been able to moderate the relationship between environmental orientation and marketing practices, so it has not been able to influence employee performance.

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Conclusions

From the previous explanation it can be concluded that the variable work experience and wages have a significant influence on employee performance. While the level of education has no effect on religiosity and employee performance. Work experience influences religiosity and wages do not affect religiosity. Religiosity affects employee performance and is able to mediate the relationship between work experience and employee performance. But religiosity is not able to mediate the relationship between education level and wages to employee performance. This is in line with the results of the study which explains that the level of education does not affect employee performance because the workload provided does not really require high education. Then the opposite results are obtained on the variable wages which wage variables affect employee performance but if mediated with religiosity does not affect employee performance. This can be caused by the level of religiosity of PT. Cahaya Wira Sejahtera is not so high that it has not been able to mediate the effect of wages on employee performance.

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