



Factors Affecting Decision Making: Experience and Environment (Study Literature)

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Abstract: A literature review article on the influence of experience and environment on decision-making is a scientific article that aims to build a research hypothesis on the influence between variables that it will use in further research within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley, and other academic online media. The results of this Literature Review article are that: 1) Experience influences Decision Making; 2) Environment influences Decision Making. Apart from these two exogenous variables that influence the endogenous variables of Decision Making, there are still many other factors, including the variables of Planning, Economic Policy, Communication, Motivation, Organizing, and Work Stress.

Keywords: Decision Making, Experience, Environment

INTRODUCTION

In making a decision that will have an impact on the activities of an organization or company. The demands of the development of science and technological advancement of career maturity in career development as readiness attitudes and readiness of competence. Career decision-making is critical in determining each individual's career, and in this case, understanding yourself, understanding various job options, realizing the need for career decision-making, understanding different alternative career options and expanding networks, and making the right career choices.

Articles as relevant research are needed to strengthen the theory under study, to see the relationship between variables and build hypotheses, are also very necessary in the discussion section of research results. This article examines the Influence of Experience and Environment on Decision Making.

Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:

1. Does Experience Affect Decision Making?.

2. Does the Environment affect Decision Making?.

LITERATURE REVIEW

Decision Making

Decision Making is logical decision-making that requires understanding the problem and knowledge of alternative solutions. Dimensions or indicators of decision-making are information systems that are more precise, resulting in better decision-making. (Aswiputri, 2022)

Decision-making is a dynamic process influenced by many forces, including the organizational environment, knowledge, skills, and motivation. Decision-making is the science and art of selecting alternative solutions or alternative actions from several alternative solutions and available activities to solve problems. Dimensions or indicators of decision-making are Personalities and Decision-Making Skills. Whether or not the decision is taken depends on the skills and personality of the decision-maker. This includes assessment, needs, level of intelligence, capacity, capability, skills, and others. (Sivaram et al., 2020)

Decision-making is selecting a preferred option or action from among alternatives based on given criteria or strategies. Dimensions or indicators of decision-making are decisions based on intuition or feelings that are more subjective and easily exposed to suggestions, external influences, and other psychological factors. Intuitive decision-making takes a short time for problems of limited impact. (Wicaksono & Mudiantono, 2017)

Decision-making is how someone interprets, responds, and the way someone reacts to the situation he faces. Dimensions or indicators of decision-making are the availability of the necessary information. A decision is taken to solve the problem in it. To get a solution to solving the issue at hand, it is essential first to know the causes and effects of the pain. Collecting data that has direct and indirect links with the problem is required. The data is then processed so that it eventually becomes information. The information required must be complete as needed, reliable, and current. Based on this information, decisions can be made well. (Kuzgun dan Bancali , 2017)

Decision making, according to Terry (2013), is decision making, namely the selection of behavioral alternatives from two or more options, actions to solve the problems encountered through the choice of one of the possible alternatives. Dimensions or indicators of decision-making are decisions based on experience that are useful for practical knowledge. Experience and ability to predict what is the background of the problem and how to solve it are very helpful in facilitating solving the problem. (Hidayatullah et al., 2018)

Decision making has been researched by previous researchers, namely: (Wahono & Ali, 2021), (Putra & Ali, 2022), (Agussalim et al., 2020), (F. Saputra & Ali, 2021), (Hairiyah & Ali, 2017).

Experience

Experience is a skill that has been known and mastered by someone as a result of actions or work that has been done for a certain period. which are relevant are: Length of service, level of knowledge and skills possessed, and mastery of work or equipment. (Pratama & Renny, 2022)

Ranupandojo in Linda (2021) experience is a measure of the length of time or period of work that a person has taken to understand the tasks of a job and have done them well. The decision to place a person's position, which is supported by experience, can improve his performance and have an impact on increasing company performance. (Sudiarso, 2022)

According to Siagian (2007: 52), work experience refers to how long a person has worked, how many types of work or positions he has done, and how many periods of service he has worked in each of these jobs or assignments. Many organizations pay attention to

work experience (seniority) as a basis for promotion requirements (career development) by looking at the following considerations: (a) as a reward for an employee's services in terms of loyalty to the organization, (b) the assessment is objective because it is sufficient to compare years of service. The work of certain people considered for promotion (c) encourages the organization to develop its employees because the organization will eventually promote the employees who have worked the longest.

Experience has been researched by previous researchers, namely: (Suharyono & Ali, 2015), (Agussalim et al., 2016), (Assagaf & Ali, 2017), (M & Ali, 2017), (Mansur & Ali, 2017).

Environment

Everyone is inseparable from their environment. Optimizing one's work performance can also be influenced by the work environment. The environment is everything that is around it and has an influence on carrying out the assigned tasks (Ferawati, 2017). The better the work environment a person has, the better a person's work performance will be. (Nathanael, 2021)

According to Farizki (2017), the term environment comes from English, namely environment and human environment, which means environment and the environment or the human environment. (M. Daud Silalahi, 2001). This term is then widely used in various sciences and in making regulations. According to Otto Soemarwoto (2004), the environment or the human environment is the sum of all objects and conditions in the space we occupy that affect our lives. This living environment does not only cover the earth and its contents but also includes the area. According to Munadjat Danusaputro, the environment is all objects and conditions, including where humans are and influence their actions, which are contained in the space where humans are located and affect the life and welfare of humans and other living bodies. (Arianto, 2013)

Thus the environment can be divided into 2 basic categories namely; The physical environment is everything in the physical form that is around a person's workplace and has a direct and indirect influence on his work. For example; the height of tables and chairs that will affect the ergonomics of workers, a safe working atmosphere in moving and the level of noise from outside and inside the room. Non-physical work environment is all conditions that may occur in a person's workplace that can affect his psychological performance. For example; working relationship between workers and their superiors, subordinates and including their co-workers. (Astinatria & Sarmawa, 2020)

The environment has been studied by previous researchers, namely: (Ali & Sardjijo, 2017), (Kasman & Ali, 2022), (Mappesona et al., 2020), (Sulistiorini & Ali, 2017), (Riyanto et al., 2017), (Thanh Nguyen et al., 2019).

Table 1. Relevant Previous Research Results

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	(Harahap & Ali, 2020)	Managerial Performance Model Through Decision Making And Emotional Intelligence In Paluta District	Discussing Decision Making	Discussing managerial performance
2	(Putra & Ali, 2022)	Organizational Behavior Determination And Decision Making: Analysis Of Skills, Motivation And	Discussing Decision Making	Discussing Organizational Culture

		Communication (Literature Review Of Human Resource Management)		
3	(Nabawi, 2019)	The Influence of Work Environment, Job Satisfaction and Workload on Employee Performance	Discussing the Work Environment	Discussing Job Satisfaction and Workload
4	(Fahmi & Ali, 2022)	Determination Of Career Planning And Decision Making: Analysis Of Communication Skills, Motivation And Experience (Literature Review Human Resource Management)	Discussing Decision Making and Skills	Discussing Career Planning
5	(Sulaeman Ardika, 2014)	The Effect of Wages and Work Experience on Productivity of Carving Craft Employees in Subang Regency	Discussing Decision Making	Discussing the Effect of Wages and Work Experience

RESEARCH METHODS

The methods of writing scientific articles are qualitative methods and literature studies or library research. Reviewing theories and reviewing literature books that are in accordance with the theories discussed, especially the scope of human resource management (HRM). Besides that, it also analyzes reputable and unreputed scientific articles and journals. All scientific articles sourced from Google Scholar and Mendeley.

Qualitative research must use a literature review consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory (Ali & Limakrisna, 2013). In the next stage, it will discuss it in-depth in the section entitled "Related literature" or "library review" (Review literature) as the basis for formulating hypotheses. In the final stage, these two kinds of literature become the basis for comparing the results and findings. -findings revealed in research (Ali, H., & Limakrisna, 2013).

DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article in the concentration of Human Resource Management is:

1. The Effect of Experience on Decision Making

Experience affects decision making, where the dimensions or indicators of expertise are: length of service, level of knowledge, skills possessed, and mastery of work or equipment affect decision making or determining positions or positions that follow expertise. (Linda, 2021)

It can implement to gain work experience through education, task execution, information media, seminars, upgrading, association, and observation. Someone with work experience will provide the following benefits: Get better confidence in dealing with a job, the authority will increase so that it can influence other people to work according to their wishes.

Experience influences decision making in line with research conducted by: (R. F. A. Saputra et al., 2021), (Suharyono & Ali, 2015), (Ali, 2020), (Fahmi & Ali, 2022), (Ridwan et al., 2020), (Richardo et al., 2020), (Wahono & Ali, 2021), (Pandiangan et al., 2021), (Bimaruci et al., 2020).

2. The Effect of Environment on Decision Making

Experience affects Decision Making, where the dimensions or indicators of Environment are: class level, promotion, dedication affect the dimensions or indicators of decision making. (Salmida, 2018)

The work environment partially affects career planning and motivation, this shows that the better the employee's work environment, the more employee performance will be. (Ismail, 2021)

The environment influences decision-making, this happens because the Indonesian community environment generally likes to gather with friends with various kinds of events. To further increase competition and give a positive image to the community, the company should often hold activities that directly interact with the community which are later expected to attract people's attention to buy their products.

The environment influences decision making, this is in line with research conducted by: (F. Saputra & Saputra, 2021), (Maharani & Saputra, 2021), (Mahaputra & Saputra, 2021c), (Mahaputra & Saputra, 2021b), (Mahaputra & Saputra, 2021a), (F. Saputra, 2021).

Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:

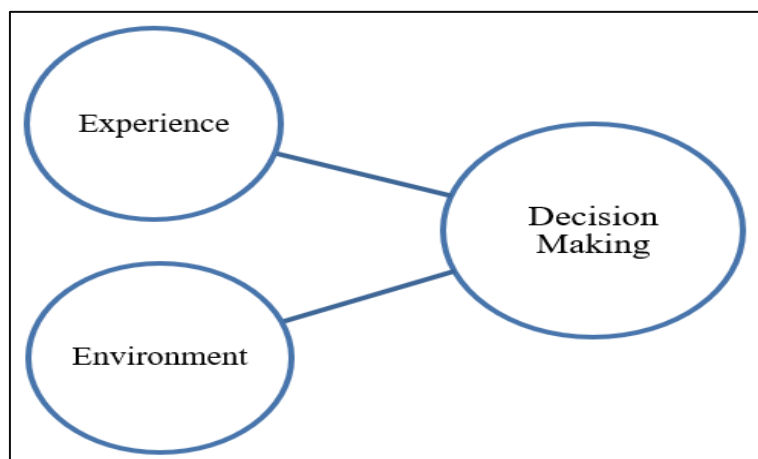


Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Experience and Environment affect Decision Making.

Apart from the variables of Experience and Environment that affect Decision Making. There are many other factors that influence Decision Making, including:

- 1) Planning: (F. Saputra & Ali, 2022), (F. Saputra & Mahaputra, 2022c), (Karsono, 2018), (Widodo, 2019), (Ali et al., 2022), (F. Saputra & Mahaputra, 2022b).
- 2) Economic Policy: (Karsono, B., & Syauket, 2021a), (Mukti & Istianingsih, 2018), (Rony et al., 2020), (Rony et al., 2019), (Hardiansyah et al., 2019), (F. Saputra, 2022a).
- 3) Community: (Hazimi Bimaruci Hazrati Havidz, 2020), (Ilhamalimy & Mahaputra, 2021), (Istianingsih, 2016).

- 4) Motivation: (Mahaputra & Saputra, 2022), (Karsono, B., & Syauket, 2021b), (Widodo, 2020), (F. Saputra, 2022b).
- 5) Organization: (F. Saputra & Mahaputra, 2022a), (Dwinarko, D., Sulistyanto, A., Widodo, A., & Mujab, 2021), (Widodo, A., & Permatasari, 2020).
- 6) Work Stress: (Karsono, B., & Syauket, 2021c), (Istianingsih & Utami, 2009), (Widodo et al., 2018).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Experience affects of Decision Making.
2. Environment affects of Decision Making.

Recommendation

Based on the conclusion above, there are other factors that influence decision making, namely: Planning, Economic Policy, Communication, Motivation, Organizing, and Work Stress.

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