

Does Job Placement Impact Performance?

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ABSTRACT

Work placement and employee performance is a very important thing to be able to achieve goals in an organization. So we need a proper job placement in accordance with the skills and abilities. This research was carried out at the Office of Population and Civil Registration of Kampar Regency. The purpose of this research is to find out whether there is an effect of work placement on employee performance and to find out how much influence work placement has on employee performance. The research method uses a quantitative approach with questionnaire data collection techniques. The results of the recapitulation of respondents' answers regarding work placement (X) obtained an average value of 3.84 and the results of the recapitulation of respondents' answers regarding employee performance (Y) obtained a value of 3, 97 This shows that the criteria for the respondent's answer are good with the statements that have been submitted. The results of the significant test (t) test, obtained a tcount of 5.620 greater than t table with a ttable value of 2.042, with a significance level of $0.000 < 0.05$. From the results of the study it can be concluded that work placement has a significant effect on employee performance at the Office of the Population and Civil Registration Office of Kampar Regency..

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INTRODUCTION

In achieving the vision and mission of an agency cannot work alone but needs to be supported by several indicators that will determine success in achieving the vision and mission. One of the indicators in achieving the goals that have been set is the active role of employees as a component of the organizational system, because employees become planners, actors, and determinants of the realization of organizational system goals. Organizational goals will be more easily achieved if employees are placed in positions that match their competencies (Adeyemi, 2022; Dahlan & Nurhayati, 2022; Iskanto, 2012, 2020, 2021, 2022; Soelaiman et al., 2022). But competence and ability alone are not enough to improve employee performance, accuracy is also needed in placing employees according to their competence and abilities.

According to Hasibuan (2019) Placements must be based on the job description and job specifications that have been determined and guided by the principle that they see the man on the right place and the right man behind the job. This will bring an agency to optimal work results because there is a positive correlation between the placement of employees with increased work productivity. Placement is placing a person's position in the right job position, how well an employee fits his job will affect the number and quality of work (Andriani, 2022; Evelin & Ciamas, 2022).

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This is someone who works in the government department of the Kampar Regency Population and Civil Registration Office, including employees who want a work placement that is in accordance with achieving the goals that have been set. So one thing that must be considered is employees who really have the skills and expertise (profession) in accordance with their field of work so that later they can master the duties and responsibilities. Seeing the important role of human resources in a Government agency of the Kampar district population and dukcapil service, it is not an exaggeration to say that humans (employees) are the most important assets that have an impact on welfare.(Ansori, 2021).

One of the steps that must be taken in improving the quality of employees in a Kampar Regency Population and Civil Registration service agency is to do work placements that are truly in accordance with the skills needed by employees, then this situation will motivate them towards increasing better work productivity.

Not much different from other government agencies, in the Office of Population and Civil Registration of Kampar Regency there are also many problems in staffing management. The most prominent problem to mention here is the performance of its employees. Various facts found in the field at the time of the research, both from the results of observations and the results of interviews, showed that the low performance of employees at the Office of the Population and Civil Registration Office of Kampar Regency was one of the causes of inaccuracy in the placement of positions.(Chahal et al., 2021; Erwin & Nasfi, 2022).

To see employee performance in general, according to (data processing staff at the Kampar Regency Population and Civil Registration Service) there are still obstacles in measuring performance because there are no proper, transparent and objective indicators. If this indicator already exists, surely all aspects of employee development can be carried out properly. Inaccuracy in the placement of employees has an impact on employee performance and organizational performance. Because it is realized that the wrong placement will reduce employee performance so that organizational performance also decreases. There are even times when employees take leave, permits and skip classes because they feel they don't fit in working in the new unit(Arifin, 2022; Efdison, 2021).

LITERATURE REVIEW

Work Placement

According to Hariandja (2018) defining work placement is a process of assignment/filling of positions or reassignment to new assignments/positions or different positions. A similar opinion was also expressed by Melayu SPHasibuan (2018), who stated that "employee placement is a follow-up to selection, namely placing prospective employees who are accepted into positions. The work he needs and at the same time delegating authority to that person. Meanwhile, according to Veinthzal Rivai and Ella Jauvani all (2018) "Placement is the reassignment of an employee to his new job". This assignment can be the first assignment for a recruited employee, but it can also be through promotions, transfers, and demotions or even termination of employment.

Forms of Job Placement

According to Budiansyah & Saud (2021) As for the forms of job placement for newly recruited employees, namely: promotions (promotions), transfers (transfers) and demotions (demotions). Explanation of the three forms of placement of employees is as follows: a. Promotion (promotion) A promotion occurs when an employee is transferred from one job to another position that is higher in terms of payment of salary. Promotion has benefits for both agencies and employees, including: 1) Promotion can enable agencies to take advantage of employees' abilities to expand their business. 2) Promotion can encourage the achievement of good employee performance. b. Diversion (transfer) Transfer (transfer) is an implementation of the transfer of work of employees with the principle of the same responsibility, the same pay and salary and the same organizational level transfer is very beneficial for the incumbent, because his experience can be transferred to someone with new skills

and a different perspective making that person a better worker and candidate for future promotion. c. Demotions Demotions are demotions of employees to jobs with less responsibility, and usually also at lower levels of pay, done for reasons of poor work and inappropriate staff or behavior.

Dimensions and Indicators of Work Placement

Quoted from Sinambela et al. (2018), when placing employees, they should consider the following:

1. Educational Level Factor

Education is one of the determinants of employee placement.' in this case education is usually used as a part to determine one's career path and position or position. Minimum education is required in applying for jobs such as: education required by the company and alternative education.

2. Work Experience

Work experience can be used as a certain consideration by agencies. Work experience in question is experience and how much time has passed to do a particular job. This is based on the fact that the longer they work, the more experience the employee has. The amount of work experience gives a tendency that the employee concerned has relatively high expertise and experience.

3. Working Knowledge

Work knowledge in question is the employee's knowledge of the work performed both before work and knowledge obtained after work.

4. Work Skills

In work practices, work skills mean skills and expertise possessed by employees. These work skills can be in the form of: Mental skills such as analyzing data and determining attitudes in making decisions. Physical skills such as the ability to do something, in this case a technician or mechanic. Social skills such as the ability to influence other people, offer products, be it goods or services.

Performance

Performance in English is called job performance or actual performance or level of performance, which is the level of success of employees in completing their work. Performance is not an individual characteristic, such as talent or ability, but is a manifestation of the talent and ability itself. Performance is a manifestation of ability in the form of real work. Performance is the result of work achieved by employees in carrying out their duties.

Performance according to Rosida (2018) is related to the amount of effort an individual spends on his job. Sinambela, et al (2018) stated that what is meant by performance is the ability of employees to do certain skills. Employee performance is very necessary, because with this performance it will be known how far the employee's ability to carry out the tasks assigned to him. For this reason, it is necessary to determine clear and measurable criteria and jointly set them as a reference.

Iskamto et al. (2022)states that what is meant by performance is the extent to which a person has played for him in carrying out organizational strategy, both in achieving specific goals related to individual roles and or by demonstrating competencies that are declared relevant to the organization. Performance is a multi-dimensional concept covering three aspects, namely attitude, ability, and achievement.

Performance Indicator

According to Rosidah (2018) the dimensions of performance are as follows: a. Quality of work. This is measured by the employee's perception of the quality of the work produced and the perfection of the task on the skills and abilities of the employee. b. Quantity. This is the amount generated expressed in terms such as the number of units, the number of activity cycles completed. c. Punctuality. Is the level of activity completed at the beginning of the stated time, seen from the point of coordination with the output results and maximizing the time available for other activities. d. Effectiveness. Is the level of use of organizational resources (energy, money, technology, raw materials) is maximized with the intention of increasing the results of each unit in the use of resources. e. Independence. Is the level of an employee who will be able to carry out his work function. f. Work Commitment. Is a level where employees have a commitment to work with agencies and employee responsibilities towards the office.

RESEARCH METHODS

This study uses quantitative methods, the concepts in this study are Work Placement and Employee Performance. Data collection techniques through interviews (interviews), questionnaires (questionnaire), observation (observation), and a combination of the three. The data analysis used is statistical data analysis with data instrument tests namely Validity Test, Reliability Test, Normality Test, Parsia t test, Coefficient of determination (R²). (X) (Y)

RESULTS AND DISCUSSION

Validity Test Results

The results in this study, the critical value of the correlation table for the value of r is $r(N-2)$ where N is the number of respondents with a significance level of 5% or 0.05. The number of respondents (N) in this study was 32, so $r = 32$ so that the r table value was 0.349. As for values (X_1, X_2, X_3, X_{13}) 0.381, 0.456, 0.790, 0.518, 0.364, 0.491, 0.406, 0.418, 0.583, 0.597, 0.566, 0.536.. As for values (Y_1, Y_2, Y_3, Y_{12}) 0.521, 0.786, 0.543, 0.512, 0.529, 0.524, 0.705, 0.806, 0.720, 0.712, 0.720, 0.712. These values indicate that $r_{count} > r_{table}$. Thus, the data is appropriate to be used to test the effect of position placement on employee performance.

Reliability Test Results

The reliability value is in the column *Cronbach's Alpha*, that is, a variable is considered reliable if the Cronbach alpha value is above 0.60. The results of the questionnaire reliability test are as follows:

Table 1 Reliability Test Results

Variable	Reliability Limit	Cronbach's Alpha	Information
X	0.60	0.831	Reliable
Y	0.60	0.874	Reliable

Source: Processed Data 2022

From table 5.29 it can be seen that *Cronbach's Alpha* on each variable, namely position placement (X) 0.831, and employee performance (Y) 0.874, has a Cronbach's Alpha value above 0.60. This means that each variable item used in this study can be trusted or reliable.

Normality Test Results

The normality test aims to test whether in the regression model, the dependent variable and independent variable have normal or close to normal data distribution. To see the normal probability plot which forms a straight diagonal line, and plotting the data to be compared with the diagonal line. If the data spreads around the diagonal line and follows the direction of the diagonal line / histogram graph, then it shows a normal distribution pattern. If the data is far from the diagonal line and does not follow the direction of the diagonal line / histogram graph then it shows an abnormal distribution pattern. To see the results of the normality test can be seen in the table below:

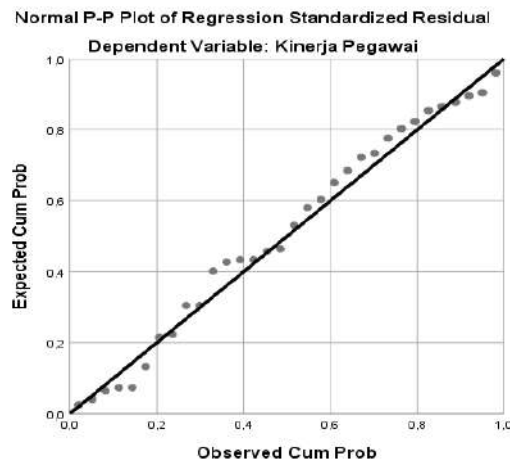


Figure 1 Normality Test Results

Results Simple Linear Regression Analysis Test

The results of simple linear regression testing can be seen in the table below.

Table 3 Results of Simple Regression Analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	13.107	6,122		2,141	.041
Position Placement	,685	, 122	,716	5,620	,000

a. Dependent Variable: Employee Performance

Source: Processed Data 2022

The regression equation is as follows:

$$Y = a + bX$$

$$Y = 13.107 + 0.685X$$

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The simple linear regression equation above, can be explained as follows:

- Constant value (a) = 13.107; meaning that if the independent variable X (placement) has a scale value of 0, then the dependent variable Y (employee performance) is 13.107.
- Regression coefficient b = 0.685; if the placement of positions increases by 1 point, then the employee's performance will also increase by 0.685. The coefficient is positive, meaning that there is a positive relationship between position placement and employee performance. The higher the placement of positions, the employee's performance will increase.

Partial Test Results (t test)

The results of hypothesis testing from the partial test (t test) can be seen in the table below:

Table 4 Partial Test Results (t test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	13.107	6,122		2,141	.041
Position Placement	,685	, 122	,716	5,620	,000

a. Dependent Variable: Employee Performance

Source: Processed Data 2022

The value of t table is seen in the t distribution table with df $nk-1$; $32-1-1 = 30$, so that a ttable value of 2.042 is obtained, from table 5.36 it can be explained that from the hypothesis testing carried out for the placement variable (X) a tcount value of 5.620 is greater than t table with a ttable value of 2.042, with a level a significance of $0.000 < 0.05$. This means that H_0 is rejected and H_a is accepted. Thus, it means that the position placement variable (X) partially has a significant effect on employee performance variable (Y). So it can be concluded that position placement has a significant effect on employee performance at the Dukcapil Office of Kampar Regency.

Test Results for the Coefficient of Determination (R²)

The results of the coefficient of determination can be seen in the following table:

Table 5 Test Results for the Coefficient of Determination (R²)

Summary model ^b					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Durbin-Watson
1	,716a	,513	,497	3,398	1,956

a. Predictors: (Constant), Job Placement

b. Dependent Variable: Employee Performance

Source: Processed Data 2022

Based on the test results of the coefficient of determination in table 5.32 above, the R square (R²) value is 0.513 or 51.3%. This shows that changes in employee performance values are affected by changes in the value of the independent variable position placement of 51.3% while 49.7% is determined by other variables that are not in this research model.

Conclusion

This study uses a simple linear regression equation model with the equation $Y = 13.107 + 0.685X$. Value of the constant is 13.107, meaning that if the independent variable has a value of 0, then the dependent variable is 13.107. While the regression coefficient of the placement variable is 0.685, which means that if the placement increases by 1 point, the employee's performance will also increase by 0.685. The coefficient is positive, meaning that there is a positive relationship between position placement and employee performance, that is, the higher the placement, the higher the employee performance.

The results of the significant test (t) test, obtained a tcount value of 5.620 greater than t table with a ttable value of 2.042, with a significance level of $0.000 < 0.05$. Thus it means that the position placement variable has a significant effect on employee performance variables, so it can be concluded that position placement has a significant effect on the performance of employees in the Kampar District Dukcapil Office.

The value of R square (R²) is 0.513 or 51.3%. This shows that changes in employee performance values are affected by changes in the value of the independent variable position placement of 51.3% while 48.7% is determined by other variables that are not in this research model.

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