



Analysis of the Effect of Work Placement Suitability on Employee Work Performance in the Tarutung Road and Bridge Technical Implementation Unit of the Bina Marga and Construction Service of North Sumatra Province

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ARTICLE INFO

Article history:

Received: 10/01/2021

Revised: 20/01/2021

Accepted: 30/01/2021

Keywords

*Suitability of Work Placement,
Employee Performance.*

ABSTRACT

Employee work performance can be maximally achieved if the organization is willing to pay attention and develop the abilities and mindset and behavior of employees. The proper placement of employees is a way to optimize knowledge, skills and attitudes towards optimal work performance. Hasibuan (2001: 71) argues that proper employee placement is one of the keys to obtaining optimal work performance from each employee. Types and sources of data used are primary data, which are data obtained from competent parties, in this case the Tarutung Road and Bridge Technical Implementation Unit staff, the Office of Bina Marga and Construction, North Sumatra Province and secondary data are data obtained by the author from data that has been published in the form of books or magazines. The data obtained from the questionnaire distributed to a sample of 20 people shows that the value of the relationship or influence of job placement suitability on employee job performance through statistical testing is 0.706 categorized in the strong category level. The coefficient of determination from these data is 49.9% and the remaining 50.1% is influenced by other factors. The results of the regression calculation $Y = 10,282 + 0,280 X$ in the sense that if the value of Job Placement Conformity increases by 1, the increase in employee job performance increases by 0.280. The results of hypothesis testing are known through the t test, which is equal to the value of $t_{count} > t_{table}$, namely $4,231 > 1,734$.

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1. Introduction

Talking about the implementation of this task, the role of work performance is very important in determining the quality of an employee in a company / organization. Besides that, the purpose of this employee placement is to place the right person and position according to their interests and abilities, so that existing human resources become productive. Employee placement means giving certain tasks to workers so that they have the best and most appropriate position based on recruitment, employee qualifications and personal needs. Placement must be based on the job description and job specifications that have been determined and guided by the principle of "The right man on the right place and the right man behind the job". The right placement is a way to optimize abilities, skills towards job performance for the employees themselves. The right placement is a way to optimize the abilities and skills towards work performance for the employees themselves. empirically, job placement can also be a problem in itself for civil servants. The development of civil servants' resources is often hampered when faced with job placement problems. The mismatch between work placement and the abilities and expertise of employees will certainly have an impact on their personal resilience which also affects their work results and performance. This is a separate problem for state agencies / institutions that have employees with different educational backgrounds, knowledge, experience and domicile. Such as To improve employee work performance, organizations determine various ways, one of them is by placing employees appropriately. With the right placement of employees, the needs or goals of the organization will be achieved. The achievements of an organization cannot be separated from the achievements of each individual involved in it. If the human factor is less active or not enthusiastic in organizational activities, it can hinder or disrupt the smooth operation of the organization. Employee work performance can be maximally achieved if the organization is willing to pay attention and develop the abilities and mindset and behavior of employees. The proper placement of employees is a way to optimize knowledge, skills and attitudes towards optimal work performance. Hasibuan (2001:



2. Literature review

2.1 Placement

The right placement is motivation that creates enthusiasm and high work morale for employees in completing work. So, the proper placement of employees is one of the keys to obtaining optimal work performance from each employee in addition to work morale, creativity and initiative will also develop. Rivai (2008) states that employee placement means allocating employees to certain work positions, this is especially the case for new employees. To old employees who have held positions or jobs, including the target of the employee placement function in the sense of maintaining their position or moving to another position. Meanwhile, Tohardi,

According to Yuniarsih and Suwatno (2008: 75), the factors that need to be considered in placing employees are as follows:

a. Academic achievement factor.

The academic achievement referred to here is the academic achievement that has been achieved by employees during their education from elementary school to the last education, combined with the academic achievements obtained based on the results of the selection that has been made of the employees concerned, so that it can be expected to get input in placing employees who are right at the right position too.

b. Work experience factor.

The work experience factor needs to be considered because there is a tendency, the longer you work, the more experience you have and conversely the shorter the working period, the less experience you get.

c. Physical and mental health factors.

This factor is no less important than the factors mentioned above, because if it is ignored it can harm the institution. Therefore, before the employee concerned is accepted as an employee, a medical test / test will be held by the referred doctor, although the medical test does not always guarantee that the person concerned is truly physically and mentally healthy.

d. Marital status factor.

Marital status also needs to be considered considering there are many things that are detrimental to us if not taken into account, especially for female employees, it is better if they are placed in the location where their husband works.

e. Age factor.

In order to place employees, the age factor in the employees who pass the selection needs to be considered. This is intended to avoid low work productivity generated by the employees concerned.

2.2 Work performance

According to Soeprianto (2001), the work performance of an employee is basically the result of an employee's work during a certain period compared to various possibilities, for example standards, targets, targets or criteria that have been determined in advance and have been mutually agreed.

According to Hasibuan (2002), work performance is the result of work achieved by a person in carrying out the tasks assigned to him based on skill, experience and seriousness and time. According to Mangkunegara (2007) that "Job performance is the result of quality work achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him".

Ruki (2001) states that work performance indicators are as follows:

a. Work quality

The quality of work is seen from the understanding of the scope of work, job descriptions, responsibilities and authorities carried out.

b. Working quantity

The quantity of karja is indicated by the results and speed in carrying out the work

c. Consistency

Consistency is seen from the effort to always develop abilities and self-actualization, understand and follow the instructions given, have initiative, honesty, intelligence and careful work.

2.3 Job Performance Assessment

According to Hasibuan (2002), performance appraisal is a manager's activity to evaluate employee performance and determine further policies. Performance appraisal is also a formal procedure carried out within the organization to evaluate employees and their contributions and interests to employees.

According to Soeprianto (2001), job performance appraisal is a system used to assess and find out whether an employee has carried out his / her job as a whole. Furthermore, according to Panggabean (2002) job performance appraisal is a process that aims to find out or understand the level of employee performance compared to other employee performance levels or compared to predetermined standards.



3. Research methods

The population in this study is a number of employees at the Tarutung Road and Bridge Technical Implementation Unit at the Office of Bina Marga and Construction of North Sumatra Province total 20 people. The sampling technique used in this study is a saturated sampling technique, namely the sampling technique when all members of the population are used as samples. So the sample in this study was as many as 20 people.

Data collection techniques are by: questionnaire and observation. Types and sources of data are primary data and secondary data.

Data analysis or processing techniques use the following methods:

a. Simple Correlation Analysis.

This analysis is used to determine the correlation between X and Y variables, using the formula for calculating the correlation coefficient (r) with the following formula:

$$r = \frac{n \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n(\sum X^2) - (\sum X)^2\} \{n(\sum Y^2) - (\sum Y)^2\}}}$$

b. Regression Test.

In predicting how much influence the variable X has on the variable Y, a Simple Linear Regression test is used with the Carl Pearson formula, namely:

$$Y = a + b X$$

$$a = \frac{(\sum y)(\sum x^2) - (\sum x)(\sum xy)}{n(\sum x^2) - (\sum x)^2}$$

$$b = \frac{n(\sum xy) - (\sum x)(\sum y)}{n(\sum x^2) - (\sum x)^2}$$

c. Correlation Coefficient Significance Test (t test)

In order to determine / conclude the research results, it is necessary to first test whether the r (correlation coefficient) that has been determined above is significant or not. To determine the meaning of the correlation coefficient, the t test is used with the formula:

$$t \text{ count} = \frac{r \sqrt{n-2}}{\sqrt{1-r^2}}$$

4. Results and Discussion

Correlation analysis calculations can be done by paying attention to the results of the questionnaire for each variable. The output of correlation partially or separately using the help of the SPSS version 20.0 program can be explained in the following table form:

Table 1
Correlation Coefficient (r)

| | | Employee achievement | Work_placement |
|---------------------|-----------------------|----------------------|----------------|
| Pearson Correlation | Employee achievement | 1,000 | .706 |
| | Work_placement | .706 | 1,000 |
| Sig. (1-tailed) | Employee_Achievements | . | .000 |
| | Work_placement | .000 | . |
| N | Employee_Achievements | 20 | 20 |
| | Work_placement | 20 | 20 |

The results obtained from the table above are positive at 0.706. The relationship between work placement and work performance of employees at the Tarutung Road and Bridge Technical Implementation Unit of the Office of Bina Marga and Construction of North Sumatra Province is positive at 0.706. The meaning of the results of this correlation is to show a linear relationship between the suitability of job



placement and employee job performance. In other words, if the job placement variable is appropriate, the employee's job performance will be achieved. Based on table 3.1. guidelines for interpretation of the correlation coefficient, then the correlation coefficient of 0.706 is categorized as Strong.

The coefficient of determination (R²) is used to measure the suitability of work placement (X) to employee job performance (Y) at the Tarutung Road and Bridge Technical Implementation Unit, Bina Marga and Construction Service of North Sumatra Province. The R Square value obtained from the results of data processing can be seen from the table as follows:

Table 2
Result of R Square

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1 | .706a | .499 | .471 | .727 |

a Predictors: (Constant), Work performance
b Dependent Variable: Placement_Kerja

The value of R table is 0.706, which means that the relationship between the suitability of work placement and employee performance is 70.6. The value of R Square is 0.499. This shows that 49.9% of the variable job placement suitability can explain the variables of employee work performance at the Tarutung Road and Bridge Technical Implementation Unit of the Bina Marga and Construction Service of North Sumatra Province. While the remaining 50.1% is influenced by other variables that are not explained by this research model.

To analyze the effect of Job Placement (X) with Employee Work Performance (Y) On Tarutung Road and Bridge Technical Implementation Unit, Bina Marga and Bina Construction Office, North Sumatra Province, it is necessary to calculate the regression analysis using the help of the SPSS version 20.0 program as follows:

Table 3
Simple Linear Test Results

| Model | | Unstandardized | Coefficients |
|-------|----------------|----------------|--------------|
| | | B | Std. Error |
| 1 | (Constant) | 10,282 | 2,173 |
| | Work_placement | .280 | .066 |

a. Dependent Variable: Prestasi_pegawai

Based on the table above, a simple linear regression equation is obtained as follows:

$$Y = a + bX$$

$$= 10,282 + 0.280 X$$

This equation can be seen that the suitability of job placement (X) has the ability to affect employee job performance (Y) at the Tarutung Road and Bridge Technical Implementation Unit, Bina Marga and Construction Service of North Sumatra Province. Job placement suitability (X) has a positive regression coefficient which proves its contribution to employee job performance (Y) at the Tarutung Road and Bridge Technical Implementation Unit, Bina Marga and Construction Office of North Sumatra Province. This shows that the work performance of employees at the Tarutung Road and Bridge Technical Implementation Unit of the Office of Bina Marga and Construction of North Sumatra Province can be affected by the suitability of job placement.

To test the hypothesis, the t test is used to determine the significance of the influence of the variable. To calculate the significance of the influence of the variables, a formula is used with the help of the SPSS version 20.0 program as in table 4.3 above, based on table 4.3. The significance value for the work placement suitability variable (0.001) is less than 0.025. And the value of $t_{count} > t_{table}$ is $4.231 > 1.734$. Based on the results obtained, H₀ rejects and accepts H_a for the employee performance variable. This means that the better the suitability of a given job placement will increase the work performance of employees at the Tarutung Road and Bridge Technical Implementation Unit of the Bina Marga and Construction Service of North Sumatra Province.



5. Conclusion

The conclusions are as follows:

- a. The data obtained from the questionnaire distributed to a sample of 20 people shows that the relationship value or influence of the suitability of job placement on employee job performance through statistical testing is 0.706 categorized in the strong level.
- b. The coefficient of determination from these data is 49.9% and the remaining 50.1% is influenced by other factors.
- c. The results of the regression calculation $Y = 10,282 + 0,280 X$ in the sense that if the suitability value of work placement increases by 1, the increase in employee job performance increases by 0.280.
- d. The results of hypothesis testing are known through the t test, which is equal to the value of $t_{count} > t_{table}$, namely $4.231 > 1.734$, it is concluded that the hypothesis is accepted, that is, there is a positive and significant effect between the suitability of work placement on the work performance of employees at the Tarutung Road and Bridge Technical Implementation Unit, Bina Marga Office and North Sumatra Province Construction.

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