



# THE IMPACT OF JOB PLACEMENT ON WORK EFFECTIVENESS GOVERNMENT EMPLOYEES AT THE REGIONAL OFFICE MINISTRY OF RELIGIOUS AFFAIRS OF NORTH SUMATRA

Muhammad Yalzamul Insan<sup>1\*</sup>, Niken Wulandari<sup>2</sup>

<sup>1,2</sup> Management Department, Universitas Pembangunan Panca Budi – Indonesia

\*Corresponding author: [myalza@dosen.pancabudi.ac.id](mailto:myalza@dosen.pancabudi.ac.id)

| ARTICLE INFO   | ABSTRACT   |
|--|--|
| Date received : 18 Oct 2022<br>Revision date : 2 Nov 2022<br>Date received : 18 Nov 2022 | <i>This research was conducted to find out how the influence of job placement on the work effectiveness of employees at the Regional Office of the Ministry Religion Affairs of North Sumatra. This research used quantitative data processed with SPSS 24.0 used are regression analysis, The number of samples taken as many as 73 respondents calculated by the Slovin formula. The results showed that job placement, partially had a positive and significant effect on the work effectiveness of civil servants in the Regional Office of the Ministry of Religion of North Sumatra.</i> |
| <b>Keywords:</b><br><i>Job Placement, Work Effectiveness</i>                             |  |

## INTRODUCTION

In an organization, the human element as an employee has a strategic position, because it is humans who can know what inputs are taken from the environment, how to obtain and process or transform them appropriately into outputs. The role of humans as employees will reveal a good work effectiveness for the organization concerned. The result of use or referred to as work effectiveness is the completion of work on a predetermined time, meaning that the implementation of a work is considered good or not very dependent on the completion of the task, how to carry out it and the costs incurred for carrying out the work.

Admosoeprapto (2016: 34) explains that work effectiveness is a measure that describes the extent to which employees based on targets can achieve targets or standards set by the company. To foster the effectiveness of this employee's work there are several aspects that need to be considered by organizational leaders, including aspects of proper job placement of employees, training of employees, and supervision of employee work.

This is as stated by Gomes (2016: 175) which explains that there are several factors that influence work effectiveness, namely: abilities (knowledge and skills), job training, work experience, work facilities (facilities and infrastructure), work environment, supervision, work discipline, work placement, work motivation, and work enthusiasm. So based on this theory, it can be seen that job placement, job training, and supervision have an influence on employee work effectiveness. Mathis & Jackson (2016: 262) argues that Job placement is placing a person into the right job position, this is focused on the suitability and matching between skills and knowledge of people with job characteristics.

Apart from the Covid-19 Pandemic and the WFH (Work From Home) and WFO (Work From Office) systems, agencies need good employee performance to achieve agency goals. Good employee performance allows work to be carried out quickly, precisely, and accurately, thus enabling every operation and work plan of the institution to run according to plan. Although employee performance is very important and highly desired by the institution, it is difficult to achieve. Many workers waste their working time by procrastinating work or doing personal tasks that are not useful to the agency. Many workers work inefficiently by using WFH working time for holidays or personal activities and even consider WFH working time as a working day off. This causes a buildup of work for employees and disrupts activities at the Regional Office of the Ministry Religion Affairs of North. Even during WFO working hours, workers often waste their work time by leaving the workplace, playing games, watching movies, or sleeping. Many employees did not attend without explanation. This is because during the Covid-19 pandemic attendance of



employee could be accept with online and no longer requires fingerprints or facial prints, so employees can attend even though they are not in the office. This shows the decreasing work effectiveness of employee in the Regional Office of the Ministry of Religion of North Sumatra Province.

The Job placement that is currently is also deemed not appropriate. There are several employees who occupy positions that have no experience in the field of work or position. Some employees also occupy positions in the field of work that are not suitable to their educational background. In addition, there are also employees who are quite old who have decreased physical abilities but are still in fieldwork that requires extra energy to do so. In addition, due to the 2019 Minister of Religious Affair, new positions have emerged and many old positions have been erased, which has forced many employees to choose new positions based on these regulations. Many employees get positions and do not understand the Main Duties and Functions of the position and very different from their education and experience of employees. It caused decrease work of effectiveness employee.

## LITERATURE REVIEW

### Work Effectiveness

According to Steer (2015: 203) effectiveness is doing something accurately, timely, objectively and thoroughly in accordance with organizational goals. Effectiveness according to Emerson in Singodimedjo (2017:132) states that measurement is in the sense of achieving predetermined goals or objectives. Admosoeprapto (2016: 34) explains that work effectiveness is a measure that describes the extent to which goals can be achieved by employees based on targets or standards that have been set by the company.

### Job Placement

Mathis & Jackson (2016: 262) mentions that placement is placing a person into the right job position, this is focused on the suitability and matching between skills and knowledge of people with job characteristics. Placement is a policy taken by the head of an agency, or the personnel department to determine whether an employee is still permanent or not placed in a certain position or position based on consideration of certain skills, skills or qualifications.

According to Sastrohadiwiry (2017: 162), Job placement is the process of giving assignments and jobs to workers who have passed the selection to be carried out according to a predetermined scope and be able to account for all risks and possibilities that occur for tasks and work, authority, and responsibilities. answer. Placement as an actual experimental step is not a final decision.

## METHOD

The method used in this study is the associative research method. According to Yusuf (2014: 64-66) associational research is sometime called as correlational research which search the correlation between one or more variables with one or more other variables. Such as the influence of variable X on Y. The population in this study was employees of the Regional Office of the Ministry of Religion of North Sumatra which amounted of 271 people. Umar (2002) states that to determine what is the minimum sample needed if the population size is known, the Slovin formula can be used, as follows:

$$n = \frac{N}{1 + N(e)^2}$$

where :

n = number of sample

N = number of population

e = 5% tolerable accuracy of inaccuracy due to intolerable sampling errors

The population (N) is 122 employees of education personnel with a percentage of leeway (e) 1%, then the number of samples (n) is:

$$n = \frac{271}{1 + 271(0,01)^2} = 73 \text{ individuals}$$

The sampling technique used is Simple Random Sampling. So that the sample in this study was 73 people who were employees who had the status of government employee at the Regional Office of the Ministry of Religion of North Sumatra.



## RESULT AND DISCUSSION

### Partial Test

Statistical test t is performed to test whether or not the free variable (X) has a significant relationship to the bound variable (Y).

**Table 1.** Partial Test Result Coefficients<sup>a</sup>

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|-------|------|
|       |               | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)    | 1,728                       | 1,375      |                           | 1,274 | .207 |
|       | Job Placement | .230                        | .102       | .194                      | 2,255 | .027 |

a. Dependent Variable : Work Effectiveness

From the table 1 above, the equation formula can be made below:

$$Y = 1,728 + 0,230X_1 + e$$

Thus it can be interpreted as follows:

1. From the regression equation, that work effectiveness obtained has a constant value of 1,728 without being influenced by Job Placement.
2. Job Placement positively affects 0.230 to work effectiveness means that every addition of 1 job placement will increase the level of work effectiveness.

### Partial Test (t test)

Partial signifikasn test (Test –t) is conducted to partially see (individual) the influence of independent variables (free) i.e. job placement on work effectiveness. Based on Table above that obtained at a significant level 5%(0.05) Thus to know partially can be compiled as follows:

### The Effect of Job Placement on Work Effectiveness

Based on table 1 of the test results of the effect of job placemen on work effectiveness obtained a significance value of 0.000 (Sig.>0.05) then Ha was accepted and H0 was rejected. This means job placement have a positive and significant effect on work effectiveness at the Regional Office of the Ministry of Religion of North Sumatra.

### Coefficient of Determination (R<sup>2</sup>)

The coefficient of determination (R<sup>2</sup>) was conducted to see how the variation in the value of the guest satisfaction variable was affected by the variation in the value of the free variable. The coefficient of determination is determined by the value of R Square, can be seen in the table below:

**Table 2.** Predictors Coefficient of Determination Results Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .342 <sup>a</sup> | .310     | .321              | 1.302                      |

a. Predictors: (Constant), Job Placement

b. Dependent Variable: Work Effectiveness

Table 2 shows that the value of R Square is 0.240 which means that the percentage of influence of the independent variable (job placement) on the dependent variable (work effectiveness) is equal to the value of the coefficient of determination or 31.0%. While the remaining 69% was influenced or explained by other variables that were not included in this research model.

## DISCUSSION

From the test results, it can be seen that the free variable (job placement) has an influence on the variable Y (work effectiveness). In more detail the results of such analysis and testing can be explained as follows:



### **The Effect of Job Placement on Work Effectiveness**

The results of this research explain that job placement has a positive and significant effect on the work effectiveness of government employee at the Regional Office of the Ministry Religious Affairs of North Sumatra. This can be seen from the linear regression analysis through the t-test which has a positive sign of 0.230 with a tcount value of 2.255 with a ttable value of 1.995, it is known that the tcount > ttable and a significant value of 0.027 (sig. <0.05). This shows that the proposed H1 hypothesis is tested and can be accepted. The positive direction indicates that if job placement increases, then work effectiveness will increase, on the contrary if work placement decreases, work effectiveness will also decrease.

According to Gomes (2016:175) which explains that there are several factors that affect work effectiveness, one of which is work placement. Employees who are placed in appropriate positions will provide better work effectiveness than other employees who are placed in inappropriate places.

An adjusted R-square value indicates that an independent variable (X) is capable of explaining 31.0% of the data variance on work effectiveness (Y). The rest, as much as 69.0% of the data variance on work effectiveness is explained by other variables not studied in this model.

### **CONCLUSION**

Based on the results of research and discussion that Job placement partially has a positive and significant effect on the work effectiveness of government employee in the Regional Office of the Ministry Religious Affairs of North Sumatra with a regression value of 0.230, a tcount of 2.255, and a significance of 0.027.

### **REFERENCES**

- Atmosoeparto, K. (2016). *Produktivitas Aktualisasi Budaya Perusahaan*. Jakarta: Gramedia.
- Gomes, F. C. (2016). *Manajemen Sumber Daya Manusia*. Yogyakarta: Penerbit Andi.
- Handoko, T. H. (2016). *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: BPEE
- Hasibuan, M. S. (2017). *Manajemen Sumber Daya Manusia, Edisi Revisi*. Jakarta: Bumi Aksara.
- Mangkunegara, A. P. (2016). *Evaluasi Kinerja Sumber Daya Manusia, Cetakan Ketiga*. Bandung: Refika Aditama.
- Mathis, R. L., & Jackson, J. H. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Rivai, V. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan, Edisi 2*. Jakarta: Rajawali Pers.
- Sastrohadiwiryono, B. S. (2017). *Manajemen Tenaga Kerja Indonesia Pendekatan Administrasi dan Operasional*. Jakarta : Bumi Aksara
- Sedarmayanti. (2015). *Sumber Daya Manusia dan Produktivitas Kerja. Cetakan kedua*. Bandung: CV. Mandar Maju.
- Siagian, S. (2016). *Manajemen Sumber Daya Manusia*. Jakarta; Penerbit PT. Bumi Aksara.
- Silalahi, S. (2017). *Dasar-Dasar Organisasi dan Manajemen*. Jakarta: Ghalia Indonesia.
- Singodimedjo, (2017). *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara
- Sugiyono. (2016). *Metode Penelitian Manajemen*. Bandung: Alfabeta
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*, Jakarta: Kencana Prenada Media Group.