

**THE INFLUENCE OF JOB PLACEMENT SUITABILITY ON EMPLOYEE
ACHIEVEMENT (CASE STUDY AT THE OFFICE OF THE
MINISTRY OF RELIGION) SINJAI DISTRICT**

Andi Agung Arty¹⁾, Andi Rustam²⁾, Muhammad Akib³⁾

Management Study Program, Faculty of Economics and Business, Universitas Muhammadiyah Makassar
Indonesia

Corresponding Author:

Andiagung091101@gmail.com¹⁾ andirust99@gmail.com²⁾ akib@unismuh.ac.id³⁾

Abstract

This research is a type of quantitative research with the aim of determining the effect of suitability of job placement on employee work performance (case study in the Sinjai Regency Ministry of Religion Office) with a population of 53 employees and a sample of 53 employees. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. In this research, the data sources used in data collection include primary data and secondary data. The research instrument used in this research used the Likert Scale method. Based on the results of data research using statistical calculations through applications Statistical Package For the Social Science (SPSS) version 23 regarding the Effect of Suitability of Job Placement on Employee Work Performance (Case Study in a Case at the Office of the Ministry of Religion, Sinjai Regency) which was discussed in the previous chapter, the author draws an important conclusion, namely that, in particular, suitability of job placement has a significant positive effect on work performance. employee (Case Study at the Sinjai Regency Ministry of Religion Office). This is shown from the calculation results, namely the regression coefficient value is 0.533 and the significant value is below 0.05, namely 0.000.

Keywords : *Suitability of Job Placement, Job Performance*

INTRODUCTION

Management comes from the verb to manage, which means to manage, organize, implement and administer. Meanwhile, human resources are one of the resources found in an organization, including all people who carry out activities. Human Resources (HR) in Indonesia refers to the workforce population in Indonesia. As a country with a large population, Indonesia has significant human resource potential. The importance of quality and productive human resources for Indonesia is to encourage economic growth, increase competitiveness, and achieve sustainable development. Efforts continue to be made to improve the quality of education, skills training, and the match between knowledge and skills and job market needs. In conclusion, people who design and produce goods or services, monitor quality, market products, allocate financial resources, and formulate all organizational strategies and goals

HR management involves planning workforce needs, recruitment and selection of quality employees, employee development through training and development, job assessment, compensation and rewards, work relationship management, and managing organizational change. The aim of HR management is to create a healthy work environment, provide opportunities for employees to develop, motivate them, increase productivity, and achieve organizational goals effectively. Work placement is a very important aspect for employees and

companies. Job placement is a very important process in getting skilled employees that the company needs, because the right job placement in the right position will help the company achieve its expected goals (Qofiqi and Nizar, 2016). This is in accordance with the principle "The right person in the right place and the right person behind the right job" or "placement of the right person in the right place and placement of the right person for the right job" (Hasibuan, 2016). Furthermore, job placement is a process carried out to assign individuals to positions that match the required formation. This means that employee work placement is carried out to fill formations that suit their abilities, skills and expertise (Yuliana & Djumadi, 2015). So, if someone is placed in harmony between their skills and expertise and their field of work, then the employee will be more enthusiastic in carrying out their duties and strive to increase the performance of the employee concerned (Wursanto, 2004).

Job placement refers to the process of assigning employees or human resources to certain positions or roles in a company. This involves determining appropriate positions for employees based on qualifications, skills, experience, and suitability to the duties and responsibilities that must be carried out so that the organization can achieve its goals effectively. Human resources (HR) are needed that are qualified and appropriate to their field. Currently, companies increase their productivity by placing workers or employees who have different levels of competency. This difference in ability is determined based on the results of the company's recruitment and qualifications. Even for promotions, job placement is also taken into consideration. Increasingly tight competition in the world of work encourages agencies to continue to improve employee performance so that they can work well and provide benefits to both the company and society (Siagian, 2004).

Apart from work placement, choosing a suitable workplace can have a significant impact on an employee's performance. If employees are placed in positions that match their abilities, knowledge and skills, they are more likely to achieve better performance. Work performance also refers to the results or achievements obtained by an employee in carrying out their duties and responsibilities in the work environment. Work performance can be assessed based on goal achievement, work quality, efficiency, contribution to the team or organization, and level of success in achieving the desired results.

The ministry of religion office is the ministry tasked with administering government in the field of religion. Therefore, the ministry of religion has duties and functions that are very helpful in an area, especially in the field of religion. As is the case at the Sinjai Regency Ministry of Religion office. Therefore, employees in the Sinjai Regency Ministry of Religion office need employees who are appropriate to their field of work. Employee placement is related to matching a person with the position he or she holds based on the needs of the position and the employee's knowledge, skills, abilities and personality. Regardless of appropriate work placement, if an employee is suited to the workplace or field, it cannot be denied that the employee can excel at the Sinjai Regency Ministry of Religion office.

Based on the results of the researcher's observations, at the office of the Ministry of Religion of Sinjai Regency, there is still a lot that needs to be improved in this office, one of which is that work placements in the office of the Ministry of Religion of Sinjai Regency are still not suitable for an employee's talents and interests. Therefore, of the many employees in the office, only a few people excel in their field of work. According to researchers, this is a big problem because employees cannot develop their talents and interests if their work placement

is not appropriate. But if it suits the employee's talents and interests, then the employee can excel.

RESEARCH METHODS

The type of research used is quantitative research. Quantitative research can be interpreted as a research method that is based on positive philosophy, and uses research instruments and statistical data analysis, with the aim of testing predetermined hypotheses, decisions in research results are based on numbers and can be directly measured which are regulated by observation. in research (Sugiyono, 2016:8). The sample taken in this research was 53 people, all of whom were employees at the Sinjai Regency Ministry of Religion Office. This research was conducted at the Sinjai Regency Ministry of Religion Office located at Jalan Jenderal Sudirman No. 8 North Sinjai District, Sinjai Regency, South Sulawesi Province with research conducted from December 2023 – January 2024.

RESULTS AND DISCUSSION

A. Research Result

1. Gender

Table 1. Characteristics of respondents based on gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Man	30	56,6	56,6	56,6
	Woman	23	43,4	43,4	100,0
	Total	53	100,0	100,0	

Source: Data progress with SPSS 23, January 2024

The characteristics of the respondents used in this study, based on gender, can be shown based on the table above which explains that the respondents were dominated by men, namely 30 people or 56.6% and 23 women or 43.4%.

2. Reliability Test

Table 2. Reliability Test

Variable	Question Items	Cronbach's Alpha	Information
Suitability of Job Placement (<i>X</i>)	13	0,662	Reliable
<i>Work Performance</i> (<i>y</i>)	10	0,823	Reliable

Source : Data progress with SPSS 23, January 2024

The reliability test results presented in the table above show that the Cronbach's Alpha for job placement suitability is 0.662 and work performance is 0.823, meaning it is acceptable, so the instrument used can be declared reliable.

3. Partial Test

Table 3. t Test Results

<i>Coefficients^a</i>						
Model		<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	T	Sig.
		B	<i>Std. Error</i>	<i>Beta</i>		
1	<i>(Constant)</i>	13,125	6,620		1,897	0,64
	Suitability of Job Placement	.946	.039	.965	24.275	0,000

a. Dependent Variable: Employee Performance

Source: Data progress with SPSS 23, January 2024

a. Dependent Variable: Job Performance

Based on table 4.15, the testing of the independent variables can be described as follows:

1) From the t test results in the table above, it can be seen that the calculated t value is 4.439.

The significant value of the assessment is 0.000, which is less than 0.05, indicating that suitability of work placement has an effect on work performance.

4. Determination Test

Table 4 : Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,528 ^a	,279	,265	2,821

Source: Data Progress With SPSS 23, January 2024

Based on table 4.16, the value obtained for Adjustes R Squere is 0.265 or 26.5%. This means that the ability of the independent variable is 26.5% while the remaining 73.5% (1 - 0.265) is explained by variables other than the independent variables in the research.

B. Discussion

Based on the results of statistical testing, it can be seen that the independent variable, namely suitability of job placement, has an effect on work performance (Case Study at the Office of the Ministry of Religion, Sinjai Regency).

CONCLUSION

Based on the results of research conducted by researchers regarding the influence of suitability of job placement on achievement (Case Study at the Sinjai Regency Ministry of Religion Office). The conclusion of this research is based on the results of the analysis that has been carried out in relation to the research problem, so it can be concluded that in particular the suitability of work placement has a significant positive effect on employee work performance (Case Study at the Sinjai Regency Ministry of Religion Office). This is shown from the calculation results, namely the regression coefficient value is 0.533 and the significant value is below 0.05, namely 0.000.

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