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THE INFLUENCE OF SELECTION AND JOB PLACEMENT ON EMPLOYEE PRODUCTIVITY AT THE STATE ASSETS AND AUCTION OFFICE IN MAKASSAR

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Abstract

This research is a quantitative descriptive study aiming to understand and analyze the impact of selection and job placement on employee productivity at the State Assets and Auction Office in Makassar. The data collecting methods used in this research include observation, questionnaires, and documentation. The population and sample used in this research consist of 40 respondents. The research result through statistical calculations using the Statistical Package for the Social Science (SPSS) version 27 regarding the influence of selection and job placement on employee productivity at assets and auction office in Makassar which was discussed in the previous chapters, the author draws the important conclusion that selection and job placement have a positive and significant on employee productivity. The result obtained for the selection variable (X1) against employee productivity (Y) show with a significance value of X1 against Y being 0.039, which is less than the value of alpha, that is 0.05 (0.039 < 0.05) and job placement variable (X2) against employee productivity (Y) show a significance value of X2 against Y being 0.009, which is also less than the value of alpha, that is 0.05 (0.009 < 0.05).

***Keywords**: Selection, Job Placement, Employee Productivity*

INTRODUCTION

The achievement of an organizational goal is due to the good performance of human resources. Human resources (HR) are an element in an organization or company that is very important in the sustainability and improvement of an organization's or company's performance. Human resources in an organization or company are employees or employees who are working. Employees have different skills. Every organization or company must of course have human resource management that can manage all employees or employees who work. Selection and job placement are two very important things in an organization or company.

Selection is a procedure for articulating a call to action for potential applicants to be accepted or rejected. Employee selection is carried out to ensure that the people recruited have the ability, competence and certain characteristics to find someone necessary to find someone trustworthy (Siswanto, 2015). Job placement is a human resource management policy aimed at placing a person's position or position based on their competence so that they can carry out their duties effectively and efficiently (Larasati, 2018). Work productivity is a qualitative and quantitative result of the work achieved by employees during their duties and in accordance with the tasks assigned to them (Mangkunegara, 2013).

Makassar State Assets and Auction Services Office (KPKNL) is an institution or vertical unit of the Directorate General of State Assets (DJKN) of the Ministry of Finance which is responsible for state assets, management and control of debts and receivables and auctions. In

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the context of the Makassar State Assets and Auction Services Office, appropriate job selection and placement can have a significant impact on employee work productivity so that the results desired by this office can be fulfilled.

The human resources (HR) factor is complex, which includes the employee selection and job placement process which is carried out in accordance with applicable procedures. From this series of activities, it can be ascertained that a substandard employee selection and job placement process will become a problem that will arise in the future. For example, in Indonesia, sometimes prospective workers who pass the selection do not match the job qualifications that have been previously determined and the work placements carried out are not on target because they do not first pay attention to the background of the workers who want to be placed in new positions, so that employee work productivity will decrease, resulting in the work carried out is not optimal and this results in the performance of the place where they work also decreasing.

The Makassar State Assets and Auction Service Office (KPKNL), which is a vertical unit of the Directorate General of State Assets (DJKN) of the Ministry of Finance, needs to ensure that the selection and job placement process is carried out properly to avoid such incidents. If job selection and placement is carried out well, it can help increase employee work productivity, reduce the risk of fatigue and errors, and ensure that employees have the skills and abilities that match the demands of the work carried out in this office.

RESEARCH METHODS

In this study, the author employed a quantitative method utilizing and developing mathematical models, theories, or hypotheses related to natural phenomena. The research measurement process involved sampling from the population and using questionnaires as a data collection tool. The survey method design used in this research is quantitative descriptive.

This research falls under the category of quantitative descriptive research as it involves concept development and data collection to test the influence of selection and job placement on employee productivity at the state assets and auction office in makassar, south sulawesi. Data collection techniques in this study included observation, questionnaires, interviews, and documentation.

The data analysis method employed in this research utilized quantitative descriptive analysis, validity testing, reliability testing, classical assumption testing, multiple linear regression analysis, and hypothesis testing.

RESULTS AND DISCUSSION

A. Respondent descriptive analysis

a. Characteristics of respondents based on gender

The characteristics of respondents based on gender can be grouped into 2 types, namely men and women. For more details, they are presented in table form as follows:

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Table 1. Characteristics of respondents based on gender

No	Gender	Frequency	Frequency (%)
1	Men	22	55%
2	Women	18	45%
Total		40	100%

Based on the data above, it can be concluded that the characteristics of respondents are based on gender, where male gender is at 22 respondents (55%), while female gender is at 18 respondents (45%).

b. Characteristics of respondents based on age

Table 2. Characteristics of respondents based on age

No	Age	Frequency	Frequency (%)
1	20-25 Tahun	1	2,5%
2	26-30 Tahun	5	12,5%
3	31-40 Tahun	19	47,5%
4	> 40 Tahun	15	37,5%
Total		40	100(%)

Based on the table above, the results obtained from the characteristics of respondents based on age, it is assumed that respondents aged between 31- 40 years have 19 respondents (47.5%), those aged more than 40 years have 15 respondents (37, 5%), then in the 26-30 year age range there were 5 respondents (12.5%), and the 20-25 year age range only reached 1 respondent (2.5%).

c. Characteristics of respondents based on educational level

Table 3. Characteristics of respondents based on educational level

No	Last Education	Frequency	Frequency (%)
1	SLTP	0	0%
2	SLTA	1	2,5%
3	D3	4	10%
4	S1	25	62,5%
5	S2	10	25%
Total		40	100%

Based on the table above, it can be concluded that the S1 education level has the highest number, namely 25 respondents (62.5%), in the second place, Masters has a number of 10 respondents, then at the D3 education level there are 4 respondents (10%), and high school has The smallest figure was only 1 respondent (2.5%).

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B. Data Quality Test

a. Validity Test

Table 4. Validity Test

No	Variable	Item	Validity		Information
			r_{count}	r_{table}	
1.	SELECTION	X1.1	0,614	0,312	Valid
		X1.2	0,561	0,312	Valid
		X1.3	0,398	0,312	Valid
		X1.4	0,478	0,312	Valid
		X1.5	0,556	0,312	Valid
		X1.6	0,517	0,312	Valid
		X1.7	0,635	0,312	Valid
		X1.8	0,767	0,312	Valid
		X1.9	0,313	0,312	Valid
		X1.10	0,390	0,312	Valid
		X1.11	0,451	0,312	Valid
		X1.12	0,523	0,312	Valid
		X1.13	0,357	0,312	Valid
		X1.14	0,329	0,312	Valid
2.	JOB PLACEMENT	X2.1	0,686	0,312	Valid
		X2.2	0,594	0,312	Valid
		X2.3	0,623	0,312	Valid
		X2.4	0,658	0,312	Valid
		X2.5	0,586	0,312	Valid
		X2.6	0,541	0,312	Valid
		X2.7	0,365	0,312	Valid
		X2.8	0,594	0,312	Valid
3.	EMPLOYEE PRODUCTIVITY	Y.1	0,331	0,312	Valid
		Y.2	0,363	0,312	Valid
		Y.3	0,428	0,312	Valid
		Y.4	0,422	0,312	Valid
		Y.5	0,531	0,312	Valid
		Y.6	0,535	0,312	Valid
		Y.7	0,482	0,312	Valid
		Y.8	0,618	0,312	Valid
		Y.9	0,375	0,312	Valid
		Y.10	0,660	0,312	Valid
		Y.11	0,337	0,312	Valid
		Y.12	0,680	0,312	Valid

Source : SPSS V.27 Data Processing Results

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Based on the table above, researchers obtained results from all statement items in the questionnaire that is, the rcount value is greater than the rtable value, namely 0.312. The researcher concluded that all statement items in the questionnaire could be said to be valid.

b. Reliability Test

Table 5. Reliability Test

No	Variable	Total Item	*Cronbach's Alpha*	Standard Value	Information
1.	Selection	14	0,755	0,60	Reliable
2.	Job Placement	8	0,719	0,60	Reliable
3.	Employee Productivity	12	0,697	0,60	Reliable

Source : SPSS V.27 Data Processing Results

In the table above, the alpha value for each variable is known. The alpha value for variable X1 is 0.755, for variable So it can be concluded that the alpha value for each variable has a value greater than the probability value of 0.60, meaning that the items in each variable are said to be reliable or worthy of being used as a measuring tool for data collection in subsequent research.

C. Classic Assumption Test

a. Normality Test

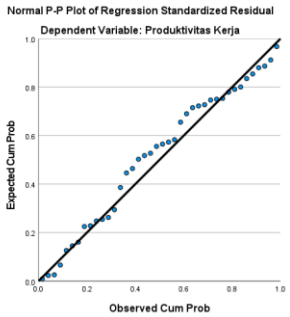

Figure 1. Normality test

Source : SPSS V.27 Data Processing Results

Based on figure above, it can be seen that the distribution of data in this study follows the normality line so that it can be concluded that the data processed is normally distributed data.

b. Multicollinearity Test

Table 6. Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.370	7.423		3.418	.002		
	Selection	.235	.110	.305	2.145	.039	.916	1.091
	Employee Productivity	.444	.161	.392	2.760	.009	.916	1.091

Source : SPSS V.27 Data Processing Results

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Based on the table above, it can be concluded that in the selection variable (X1) and work placement variable (X2) there is no multicollinearity with the VIF value obtained being smaller than 10 (1.091 < 10) and the tolerance value obtained being greater than 0.01 (0.916 > 0.01).

c. Heteroscedasticity Test

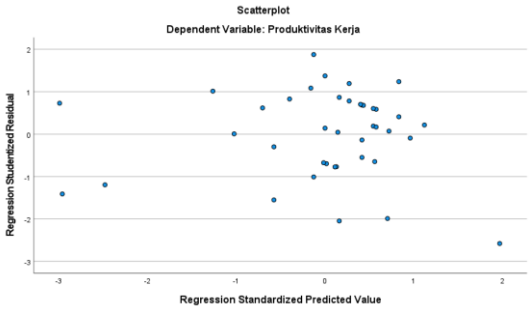

Figure 2. Heteroscedasticity Test
Source : SPSS V.27 Data Processing Results

Based on figure 2 above, it can be seen that the points are distributed randomly and the distribution is below and above the number 0 on the Y axis. This result can be concluded that heteroscedasticity does not occur in the regression model in this study.

D. Multiple Linear Regression Analysis

This method is used to predict how the condition (fluctuations) of the dependent variable will be, if two or more dependent variables as predictor factors are manipulated (increased or decreased in value).

Table 7. multiple linear regression analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.370	7.423		3.418	.002
	SELECTION (X1)	.235	.110	.305	2.145	.039
	EMPLOYEE PRODUCTIVITY (X2)	.444	.161	.392	2.760	.009

Source : SPSS V.27 Data Processing Results

$$Y = b0 + b1X1 + b2X2 + e$$
$$Y = 25{,}370 + 0{,}235X_1 + 0{,}444X_2$$

Based on the results shown in the table above, it can be observed that for the t-value obtained in the appendix:

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a. Based on the results of the equation test, a constant value of 25.370 was obtained, where this value gives an idea that if the constant value is increased by one unit, it will give an independent variable (work selection and placement) to the dependent variable (work productivity) of 25.370.
b. The value of the regression coefficient on b1X1 is 0.235. In this case, if the increase in the selection variable is one unit, it indicates that the increase in the selection variable (X1) on the work productivity variable (Y) has a positive influence of 0.235.
c. The value of the regression coefficient on b2X2 is 0.444. In this case, if the increase in the work placement variable is one unit, it indicates that the increase obtained by the work placement variable (X2) on the work productivity variable (Y) has a positive and significant influence of 0.444.

E. Hypothesis Testing
a. Partial test (t test)

Table 8. T Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25.370	7.423		3.418	.002
	SELECTION (X1)	.235	.110	.305	2.145	.039
	EMPLOYEE PRODUCTIVITY (X2)	.444	.161	.392	2.760	.009

Source : SPSS V.27 Data Processing Results

Based on the table above, the following is a description of the results obtained as follows.
a. The significant test for the Selection variable (X1) on work productivity obtained a value of 0.039, which was smaller than the standard value of 0.05 and the calculated t value obtained was 2.145, where this value was greater than the t table value of 0.312. From the results obtained, it can be concluded that the selection variable (X1) has an influence on employee work productivity at the Makassar State Assets and Auction Service Office (KPKNL).
b. The significant test of the work placement variable (X2) on work productivity obtained a value of 0.009, where this value was smaller than the standard value of 0.05 and the calculated t value obtained was 2.760, where this value was greater than the t table value of 0.312. From the results obtained, it can be concluded that the work placement variable (X2) has an influence on employee work productivity at the Makassar State Assets and Auction Services Office (KPKNL).

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b. Coefficient of Determination Test (R2)

Table 9. coefficient of determination test (R2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.562[a]	.316	.279	2.46716	1.579

Source : SPSS V.27 Data Processing Results

Based on the table above, in the "Model Summary" table the value obtained for R Square is 0.316 or 31.6%. It can be concluded that the contribution ability of the independent variables, namely selection (X1) and work placement variables (X2) to work productivity (Y) is 31.6%. Meanwhile, the remaining 68.4% (1-0.316) was influenced by factors not examined in this study.

The Influence Selection on Employee Productivity

In the results of the hypothesis test (t test) which was carried out and obtained a calculated t value of 2.145 > t table value of 0.312 with a significance value of the selection variable (X1) on work productivity (Y) of 0.039. By obtaining these results, it can be concluded that H1 is accepted, which means that the Selection variable (X1) has a positive and significant effect on employee work productivity (Y). With the results obtained, if employee selection is carried out well and according to predetermined standards, you can obtain employees who have good work productivity. especially at the Makassar State Assets and Auction Services Office (KPKNL).

The Influence Job Placement on Employee Productivity

Based on the results of the hypothesis test (t test) which was carried out and obtained a calculated t value of 2.760 > t table value of 0.312 with a significance value of the work placement variable (X2) on work productivity (Y) of 0.009. By obtaining these results, it can be concluded that H2 is accepted, which means that the work placement variable (X2) has a positive and significant effect on employee work productivity (Y). With the results obtained, if employee work placement is carried out appropriately and according to targets with job demands, it can increase employee work productivity, especially at the Makassar State Assets and Auction Services Office (KPKNL).

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CONCLUSION

From the results of the research and discussion that have been described by the researchers, the conclusions obtained are:

a. In the results of data processing obtained on variable (X1), namely selection, there is a positive and significant influence on variable (Y), namely work productivity. This shows that selection carried out appropriately and correctly will produce new employees who have good work productivity. This conclusion is based on the t test results obtained, where t count > t table with a value of 2.145 > 0.312, with a significance value of X1 to Y of 0.039, which is smaller than the standard value of 0.05 (0.039 < 0.05). Based on the analysis of the data that has been obtained, it can be concluded that a selection process that is carried out well and correctly will produce employees who have good work productivity, because selection has an influence on employee work productivity.
b. In the results of data processing obtained on variable (X2), namely work placement, there is a positive and significant influence on variable (Y), namely work productivity, this shows that work placement is appropriate and in line with targets, both for new employees and existing employees in position positions. new, can increase employee work productivity. This conclusion is based on the t test results obtained, where t count > t table with a value of 2.760 > 0.312, with a significance value of X2 to Y of 0.009, which is smaller than the standard value of 0.05 (0.009 < 0.05). Based on the analysis of the data that has been obtained, it can be concluded that work placement that is carried out correctly will increase employee work productivity, both new and existing employees, because work placement has an influence on employee work productivity.

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