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THE EFFECT OF POSITION AND WORK PLACEMENT PROMOTION IN REGIONALAND EDUCATION EMPLOYEE AND TRAINING AGENCY, TANJUNGBALAI CITY

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Abstract

Job performance is a result of work that is achieved by someone in carrying out the tasks assigned to him based on skills, experience and sincerity as well as time. An employee who achieves literally means that he has succeeded in achieving what has become an outline of his work. The phenomenon of problems that occur in the Regional Personnel Agency and Training Center of the City of Tanjungbalai related to work performance

The method used in this study is a survey approach. the type of quantitative descriptive research and the nature of research are explanations. The method of data collection is by interviews, questionnaires and documentation studies. The population is all employees at the Regional Personnel Agency and Training Center of Tanjungbalai City, namely 32 employees and determined the number of samples from the entire population that is as many as 32 employees.

Based on multiple linear equations obtained the following results that $\hat{Y} = 4.324 + 0,780 X_1 + 0,872 X_2$. In this equation, it can be seen that job promotion (X_1) and employee placement (X_2) have a positive regression coefficient that proves its contribution to employee work performance (Y) in the Regional Personnel Agency and Training Center of the City in this regression model.

Simultaneous testing shows that the value of $F(6.215)$ is greater than the value of $F_{table} (2.76)$. This shows that job promotion and placement of employees simultaneously influence the work performance of employees at the Regional Personnel Agency and Training Center of the City of Tanjungbalai.

Keywords: *Job Promotion, Job Achievement, Tanjungbalai*



A. Introduction

Job performance is an existence of an institution in any form, both on a large and small scale is inseparable from the element of human resources. The intended human resources are people who provide their energy, mind, talent, creativity and business where they work. Human resources with high work productivity make it possible to achieve the goals set by the agency. There are many factors including motivation and work discipline, education level, nutrition and health skills, attitudes and ethics, motivation, work climate, technology, production facilities, job opportunities and opportunities for achievement.

To achieve high productivity, a boss must pay attention to work motivation.

Motivation is a mental attitude that is able to give encouragement to someone to be able to work harder, faster and better. High employee motivation will affect work efficiency and work effectiveness. Another factor that determines productivity is work discipline. The loss of discipline will affect the efficiency and effectiveness of the task and with discipline, it is expected that work can be done as effectively as possible. When discipline cannot be enforced, the possibility of a predetermined goal cannot be achieved effectively and efficiently.

Achieving organizational goals is also strongly influenced by the performance of its leaders. The combination of leadership quality with the strength that exists in its position as a leader to create a strong influence on subordinates and colleagues is seen as a good indicator and leader. Leadership is defined as an activity to influence people who are directed towards achieving organizational goals, or in other words a leader is a person who has the authority to give assignments and the ability to influence others through a good relationship pattern in order to achieve predetermined goals.

The data analysis method used to answer this hypothesis is multiple linear regression analysis, with the following formulations:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Where :

Y = Work Achievement

X₁ = Position Promotion

X₂ = Employee Placement

a = Constant

b₁ = Position Promotion regression
coefficient

b₂ = Employee Placement regression
coefficient

e = Term of error

The effect of the independent variables on the dependent variable was tested with a 95% confidence interval or $\alpha = 5\%$.



B. Method

Hypothesis Testing and Classical Assumption Test

Hypothesis testing

F Test (Simultaneous Test)

This test is conducted to see whether all the independent variables included in the model have a simultaneous influence on the dependent variable.

The form of testing is as follows:

$H_0: b_1 = b_2 = 0$ (Job promotion and employee placement do not have a simultaneous influence on employee work performance at the Regional Personnel Agency and DiklatTanjungbalaicity).

$H_a: b_1 \neq b_2 \neq 0$ (Job promotion and employee placement have a simultaneous influence on employee work performance at the Regional Personnel Agency and DiklatTanjungbalai city).

The decision making criteria are as follows:

H_0 is accepted if $F_{count} < F_{table}$ at $\alpha = 5\%$.

H_a is accepted if $F_{count} > F_{table}$ at $\alpha = 5\%$.

T test (Partial Test)

Partial test or t-test is to test whether an independent variable has an individual effect on the dependent variable.

The form of testing is as follows:

$H_0: b_1, b_2 = 0$ (Job promotion and employee placement do not have a partial effect on employee work performance at the Regional Personnel Agency and DiklatTanjungbalaicity).

$H_a: b_1, b_2 \neq 0$ (Job promotion and employee placement have a partial influence on employee work performance at the Regional Personnel Agency and DiklatTanjungbalaicity).

The decision making criteria are as follows:

H_0 is accepted if $-t_{count} < t_{table}$ at $\alpha = 5\%$

H_a is accepted if $-t_{count} > t_{table}$ at $\alpha = 5\%$

Classic assumption test

Normality test

The purpose of the normality test is to find out whether the distribution of a data follows or approaches the normal distribution, namely the distribution of data with a bell shape. Good data is data that has a pattern like a normal distribution, that is, the distribution of the data does not tilt to the left or to the right. The normality test can also be seen from the results of SPSS calculations through a normal P-P plot test curve showing the distribution of research data. From the P-P curve of this plot it can be concluded that the research data has a normal distribution because of the distribution of data that spreads to all areas of the normal curve.

The normality test is used to determine the symmetry of whether or not data distribution. Normality test aims to test whether in the regression model, the



independent variable and the dependent variable, both have a normal distribution or not. Regression models that have either normal or near normal distribution. There are two ways to detect whether residuals are normally distributed or not, that is by graph analysis and statistical tests. To see residual normality through graph analysis is to look at the Histogram and Normal Probability Plots graph.

The test criteria are as follows:

- a. For a Histogram graph if the residual data distribution is normal, the distribution pattern will be evenly distributed on the left and right sides.
- b. For the Normal Probability Plot chart, if the residual data distribution is normal, the line describing the actual data will follow the diagonal line.

Regression Test Results

Hypothesis testing of multiple linear regression analysis states that job promotion and placement of employees influence the work performance of employees at the Regional Personnel Agency and Training Center of the City of Tanjungbalai.

Based on table 4.12. there are obtained multiple linear regression equations in this study are as follows:

$$\hat{Y} = 4.324 + 0,780 X_1 + 0,872 X_2$$

In this equation, it can be seen that job promotion (X_1) and employee placement (X_2) have a positive regression coefficient that proves its contribution to employee work performance (Y) in the Regional Personnel Agency and Tanjungbalai City Training in this regression model, listed constant value of 4,324 can be interpreted if the independent variable in the model is assumed to be equal to zero, the average variable outside the fixed model will increase employee performance by 4,324 units.

C. Discussion

Hypothesis Testing

a. F Test Results (Simultaneous Test)

Test results simultaneously or F test can be seen in table 1 as follows:

Table 1 Simultaneous Test Results (F Test) Hypothesis

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	74.212	2	25.121	6.215	.000 ^a
	Residual	246.354	29	4.042		
	Total	320.566	31			

- a. Predictors: (Constant), Position Promotion (X_1), Employee Placement (X_2),
- b. Dependent Variable: Work Achievement (Y)

Source: Research Results, 2019 (Data Processed)

Based on Table 1 there is obtained that the value of F_{count} (6.215) is greater than the value of F_{table} (3.29), and sig. α (0,000^a) smaller than alpha 5% (0,05). This



indicates that the results of the study reject H_0 and accept H_1 , namely promotion and placement of employees simultaneously affect the work performance of employees at the Regional Personnel Agency and Education and Training Center Tanjungbalai City.

b. T Test Results (Partial Test)

Partial test results or t test can be seen in table 2 as follows:

Table 2 Partial Test Results (Test t) Hypothesis

	Model	t	Sig.
	(Constant)	1.056	.000
1	Position Promotion (X_1)	7.780	.014
	Employee Placement (X_2)	8.872	.019

a Dependent Variable: Work Achievement (Y)

Source: Research Results, 2016 (Data Processed)

Based on table 4.2 above, partial test results are obtained as follows:

1. Tcount for promotion (7,780) with a value of t_{table} (1,67), so that the value of $t_{count} > t_{table}$ is $7,780 > 2,03$, while the value of sig. t for job promotion variables (0,014) smaller than alpha (5%) which is $0,014 < 0,5$.

Based on the results obtained for job promotion variables, then reject H_0 and accept H_a , so that partially promotion has a positive effect on the level of dominant influence on employee performance at the Regional Personnel Agency and Training Center of the City of Tanjungbalai.

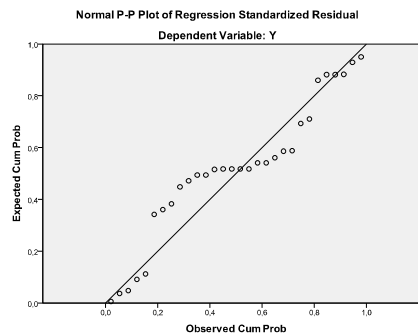
2. The t_{count} for the variable placement of employees (8,872) with a value of t_{table} (1,67), so that the value of $t_{count} > t_{table}$ is $8,872 > 2,03$, while the value of sig. t for employee placement variable (0,019) smaller than alpha (5%), which is $0,19 < 0,05$.

Based on the results obtained, reject H_0 and accept H_a for the variable employee placement. Thus, partially the placement of employees has a positive effect on the level of dominant influence on the work performance of employees at the Regional Personnel Agency and Training Center of the City of Tanjungbalai.

Classical Assumption Test Results

Normality Test

If the p value is greater than 0.1, the conclusion drawn is that the null hypothesis fails to be rejected or in other words the distribution of the data we are testing follows a normal distribution. The same conclusion can also be obtained by looking at the following normal curve:



Source: Research Results, 2019 (Data Processed)

Figure 1 Normal P-P Plot of Regression Standardized Residual

Multicollinearity Test

Multicollinearity is an event that informs the occurrence of a relationship between independent variables and the relationship that occurs is quite large. This causes the coefficients not to be estimated and the standard error value for each regression coefficient is infinite.

Table 3 Multicollinearity Test Results

Model	Variabel	Collinearity	
		Tolerance	VIF
1	(Constant)		
	Promosi Jabatan (X_1)	.723	1.022
	Penempatan Pegawai (X_2)	.887	1.043

a Dependent Variable: Work Achievement (Y)

Source: Research Results, 2019 (Data Processed)

Based on Table 3 It can be seen that the two independent variables, namely: promotion variable (X_1) and (X_2 employee placement) have a Variance Inflation Factor (VIF) value smaller than 10 ($VIF < 10$), while the Tolerance value is $> 0,1$. Thus it can be concluded that in the regression equation model the three variables are free from the assumption of multicollinearity.

Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model variance from residual inequality occurs one observation to another observation. If the residual variance from one observation to another observation remains, it is called homoskedasticity. Conversely, if different is called heteroscedasticity. A good model is no heteroscedasticity. The results of heteroscedasticity testing of data in this study can be seen by observing the patterns found on the Scatterplot.

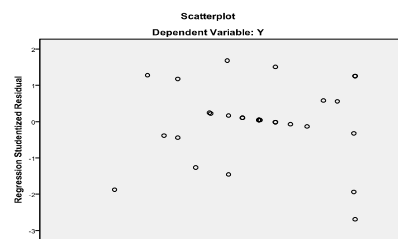


Figure 2 Heteroscedasticity Test Results

Source: Research Results, 2019 (Data Processed)



Based on figure 2 it can be seen that the points spread randomly above and below the number 0 on the Y axis. Thus it can be concluded that this regression equation is free from the assumption of heteroscedasticity, so that the regression model is feasible to use.

D. Conclusion

A description of the conclusions on the results of data analysis and whether or not the hypotheses are accepted, will be explained as follows:

1. Simultaneously the position promotion factors and the placement of employees influence the work performance of employees at the Regional Personnel Agency and Diklat Kota Tanjungbalai with a very significant degree of influence. This means that job promotion and placement of employees are crucial in improving the work performance of employees at the Regional Personnel Agency and Training Center of Tanjungbalai City, meaning that the Regional Personnel Agency and Training Center of Tanjungbalai City must always consider the factors of promotion and employee placement in improving employee performance at the Civil Service Agency Regional and Diklat Kota Tanjungbalai.
2. Partially the influence factor of employee placement is more dominant than promotion. This means that the factor of employee placement is more decisive in improving employee work performance, or in other words the leadership of the Regional Personnel Agency and Diklat Kota Tanjungbalai to pay attention in terms of placement of employees in a position to improve the work performance of their employees.

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