

The Influence of Employee Placement on Work Performance of Madiun State Polytechnic Education Staff

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ABSTRACT

This research aims to determine the effect of employee placement on the work performance of Madiun State Polytechnic (PNM) education staff. The population in this study were all educational staff employees at the Madiun State Polytechnic. The research sample was part of the 35 Education Personnel Employees at PNM. Data was obtained using a questionnaire. The sampling technique in this research used probability sampling and simple random sampling methods. Hypothesis testing uses multiple linear regression analysis with the help of the SPSS 22 program. The research results show that Employee Placement has a positive effect on the Job Performance of Madiun State Polytechnic Employees

INTRODUCTION

Job placement is a process of positioning employees/employees based on skills, competence, quality, qualifications, insight and creativity into the right position and the right position with the aim of producing optimal performance in accordance with expertise in their field (Dori Mittra Candana, 2023). This is in accordance with the principle "The right man in the right place and the right man behind the right job" atau "Placing the right people in the right place and placing the right people in the right positions" (Hasibuan, 2014) (Muh. Munawwar, 2023). Employee work placement is an important factor in influencing performance. Sometimes during the job placement process there is a mismatch with the job or qualifications, knowledge, skills possessed by the employee (Ardana, Manajemen Sumber Daya Manusia. , 2012). Companies will experience difficulties in the future if they do not place employees according to their talents and abilities. The perceived job incompatibility within the employee occurs because there are employees in certain sections who have to act as employees in other sections, which can lead to role conflict between one employee and another. (Mangkunegara A. P., 2013.).

The placement of human resources is seen as a process of matching individual skills with the work requirements so that this influences employee performance. This statement is supported by research results from (Hasan, 2006), which explains that by placing employees in the right positions, employee performance will be maximum and conversely, if employee placement is not permanent, employee morale will decrease so that performance will also decrease. (Nuri Sandi, 2013).

Madiun State Polytechnic (PNM) is one of the State Universities which is committed to developing the world of education to the maximum, one of which is by creating an environment that encourages employees to develop their potential. There are 128 lecturers and 84 educational staff. Based on this background description, the author examines the influence of employee placement on the work performance of Madiun State Polytechnic Education Personnel, with the following hypothesis:

1. Ho: It is suspected that there is no influence between employee placement on the work performance of Madiun State Polytechnic Education Staff.
2. Ha: It is suspected that there is an influence between employee placement on the work performance of Madiun State Polytechnic Education Staff.

THEORETICAL REVIEW

1. Employee Work Performance

Endorser according to (A Shimp, 2010) translated by Revyani Sahrial and Dyah Anikasari "Endorser is an advertising supporter or also known as an advertising star in supporting advertising".

Achievement is a person's manifestation in carrying out work. Someone can be said to be an achiever when they can carry out their work well, meaning achieving targets with predetermined standards (Sunyoto, 2015).

Mangkunegara in his research stated that work performance is the work result achieved by an employee in terms of quality and quantity in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara

A. A., 2013). In general, work performance is defined as a person's success in carrying out a job. Maier in(Edy, 2011).

2. Assessment and Measurement of Work Performance

In every organization, whether small scale or large scale, work performance needs to be evaluated as a basis for decision making. Mangkunegara is of the opinion that assessing employee work performance is a process of assessing work performance carried out by company leaders systematically based on the work assigned to them (Mangkunegara A. P., 2013.).

(Handoko, 2008) explains that "Performance appraisal is a process of an organization evaluating or assessing employee performance. The results of employee performance appraisals by the company can be used to improve personnel decisions and provide feedback to employees regarding the implementation of their work (Sunyoto, 2015).

- 1) (Siagian, 2009) states, what is meant by a work performance appraisal system is an approach in assessing the work performance of employees where there are various factors, namely:
- 2) What is assessed is a human being who, in addition to having certain abilities, is also not free from various weaknesses and shortcomings.
- 3) Assessments are carried out on a series of certain realistic benchmarks, directly related to a person's duties and criteria that are determined and applied objectively.
- 4) The results of the assessment must be conveyed to the employee being assessed
- 5) The results of assessments carried out periodically are neatly documented in each person's personnel file so that no information is lost, whether beneficial or detrimental to the employee.
- 6) The results of each person's work performance assessment are material that is always taken into consideration in every decision taken regarding employee transfers, whether in the sense of promotion, transfer of duties, transfer of territory, demotion or dismissal not at their own request..

3. Employee Placement

Placement is considered as a process of giving tasks and work to someone who has passed the selection to be carried out according to the scope that has been determined, and is able to be responsible for all risks and possibilities that occur in relation to his/her tasks and work, authority and responsibility. (Lukas Calvin Tampubolon, 2023). Placement aims to place an employee in a certain position or position that is considered appropriate for him. (Dewi, 2012).

Placement is a policy taken by the head of an agency, or the personnel department to determine whether an employee is permanent or not, to be placed in a certain position or post based on considerations of expertise, skills or certain qualifications (Sulistiyani, 2009).

The implementation of the placement of human resources is not limited to human resources who have just passed the selection, but also includes the placement of existing human resources who will occupy new positions or positions, due to job rotation or transfers and promotions (Ardana, Manajemen Sumber Daya Manusia, 2012).

From these several definitions it can be concluded that employee placement is a process of human resource management in placing employees to carry out their duties or work in accordance with the requirements of their position as well as their qualifications and personality. This placement applies to both new and existing employees.

4. Factors Considered in Employee Placement

(Sastrohadiwiryo, 2003) suggests that when placing employees you must pay attention to the following factors:

1. Academic Achievement

The academic achievements of employees while attending previous education must be taken into consideration, especially in placing the employee to complete work tasks, as well as carry out authority and responsibility. Apart from academic achievements achieved during education, achievements obtained based on selection must remain the main consideration because they are direct evidence of the employee's abilities, as well as to obtain data relating to the employee's personality.

2. Experience

Experience working in similar jobs needs to be taken into consideration when placing employees. The reality shows that the longer an employee works, the more experience the employee in question has. A lot of work experience gives a tendency that the employee concerned has relatively high skills and experience.

3. Physical and Mental Health

When placing employees, physical and mental health factors need to be considered to avoid company losses. Apart from that, as a consideration, where the employee concerned is placed, he is given tasks and jobs that are suitable for him.

4. Marital Status

Regarding employee marital status, this is a very important matter, apart from being for employment purposes, it is also a consideration in employee placement.

5. Age

In placing workers, the age factor of employees who pass the selection needs to be considered as necessary. This is to avoid low productivity produced by the employees concerned.

RESEARCH METHODS

This research is a quantitative study that tests the hypothesis about Employee Placement on the Work Performance of Educational Personnel at Madiun State Polytechnic. In this study, the focus of the analysis unit is Educational Personnel at Madiun State Polytechnic. The research setting in this study is the field. The framework of thinking in this research is shown in Figure 1.

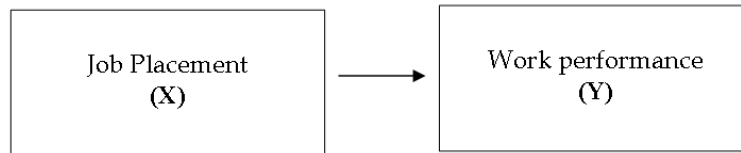


Figure 1. Research Conceptual Framework

Based on Figure 1 above, it can be depicted that the independent variable consisting of Job Placement (X), has an influence on the dependent variable, namely Job Performance (Y), in this case the Madiun State Polytechnic Education Staff.

This type of research is survey research. Surveys are a way to collect data from a number of units or individuals at the same time or period.. With this method, research moves towards expanding and evenly distributing the subjects studied. Information collection from respondents is carried out using a questionnaire using a list of questions that have been prepared (Sugiyono, 2011). The survey in question is a survey that limits the sample, where information is collected from a portion of the population.

RESULTS AND DISCUSSION

1. Description of Research Variables

The descriptive analysis of the research is presented by presenting the research data which includes the minimum value, maximum value, mean and standard deviation of each variable. The following is a description of each research variable:

Table 1. Descriptive Statistical Test Results

	<i>N</i>	<i>Minimum</i>	<i>Maximum</i>	<i>Mean</i>	<i>Std. Deviation</i>
Employee Placement (X)	30	14	39	29,30	6,439
Work performance(Y)	30	26	40	33,63	4,414

Source: Processed by the Author, 2024

Based on table 1, it shows that:

- a. These results were obtained from the analysis of 30 respondents, namely the Employee Placement variable (X) has a minimum value of 14, a maximum value of 39, an average of 29.30 and a standard deviation of 6.439.. The

Employee Placement variable (X) uses 10 statement items so that the average item is 29.30 divided by 10 items equals 2.930 on a Likert scale of 1 to 5. This average shows that the Employee Placement variable (X) is classified as moderate, meaning that Employee Placement (X) at the Madiun State Polytechnic is classified as moderate.

- b. Of the 30 respondents, the Work Performance (Y) variable has a minimum value of 26, a maximum value of 40, an average of 33.63, and a standard deviation of 4.414. The Job Performance (Y) variable uses 10 statement items so that the average item is 33.63 divided by 10 items equals 3.363 on a Likert scale of 1 to 5. This average shows that Job Performance (Y) is classified as high, meaning that the Work Performance (Y) of Madiun State Polytechnic Employees is classified as quite high.

2. Data Quality Test

a. Validity Test

Validity tests are used to test statements or items from each variable. The data tested was 30 respondents using SPSS 22.0. The following are the results of the validity test:

Table 2. Validity Test Results

Employee Placement (X)					
Item	Sig (2-tailed)	Information	Item	Sig (2-tailed)	Information
1	0,001	Valid	6	0,001	Valid
2	0,001	Valid	7	0,001	Valid
3	0,001	Valid	8	0,001	Valid
4	0,001	Valid	9	0,001	Valid
5	0,001	Valid	10	0,001	Valid
Work performance (Y)					
Item	Sig (2-tailed)	Information	Item	Sig (2-tailed)	Information
1	0,001	Valid	6	0,001	Valid
2	0,002	Valid	7	0,001	Valid
3	0,001	Valid	8	0,002	Valid
4	0,001	Valid	9	0,001	Valid
5	0,002	Valid	10	0,001	Valid

Source: Processed by the Author, 2024

The results of the validity calculation show that the statement items for the Employee Placement and Job Performance variables are all declared valid because they have a Sig (2-tailed) value of less than 0.05 and the corrected item total correlation is greater than rtable (0.3494).

b. Reliability Test

Table 3. Reliability Test Results

Variable	Jumlah item pernyataan	Cronbach's Alpha	Information
Employee Placement (X)	10	0,937	Reliabel
Work performance (Y)	10	0,855	Reliabel

Source: Processed by the Author, 2024

The results of the reliability test for the Employee Placement and Work Performance variables show that Cronbach's Alpha is > 0.6 . In this way, the research variables are declared reliable and can then be used in research.

3. Classic Assumption Test

a. Normality Test

The normality test for this study is shown in Figure 2.

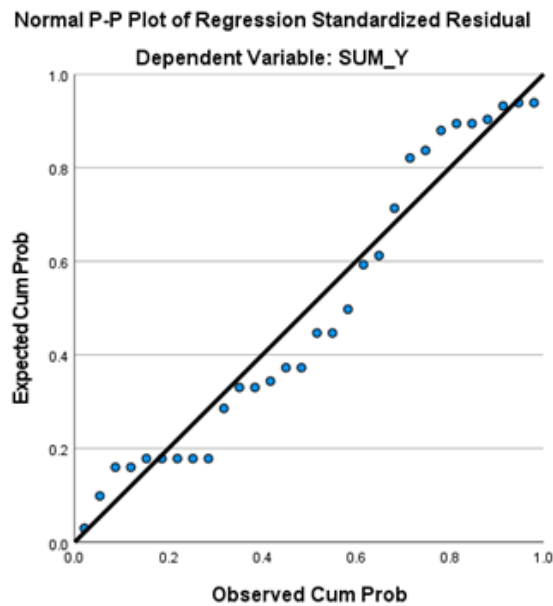


Figure 2. Normality Test Plot Diagram
 Source: Processed by the Author, 2024

The results of the normality test in Figure 2 show that the data (dots) are spread around the diagonal line and follow the direction of the diagonal line, so the regression model of this study meets the normality assumption.

b. Multicollinearity Test

Table 4. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
Employee Placement (X)	1,000	1,000

Source: Processed by the Author, 2024

Based on the output of the multicollinearity test in table 4, it shows that the results of calculating the tolerance value for each independent variable are Employee Placement (X) = 1,000, which obtained a tolerance value > 0.10, which means there is no correlation between the independent variables. The results of the VIF calculation for each independent variable are Employee Placement (X) = 1,000; obtained a VIF value of <10. So it can be concluded that there is no multicollinearity between the independent variables in the regression model

a. Heteroscedasticity Test

Based on the scatterplot graph, it shows that the points are spread randomly and are spread both above and below the number 0 on the Y axis and none of them form a certain regular pattern (Ghozali, 2005.). This means that heteroscedasticity does not occur in the regression model.

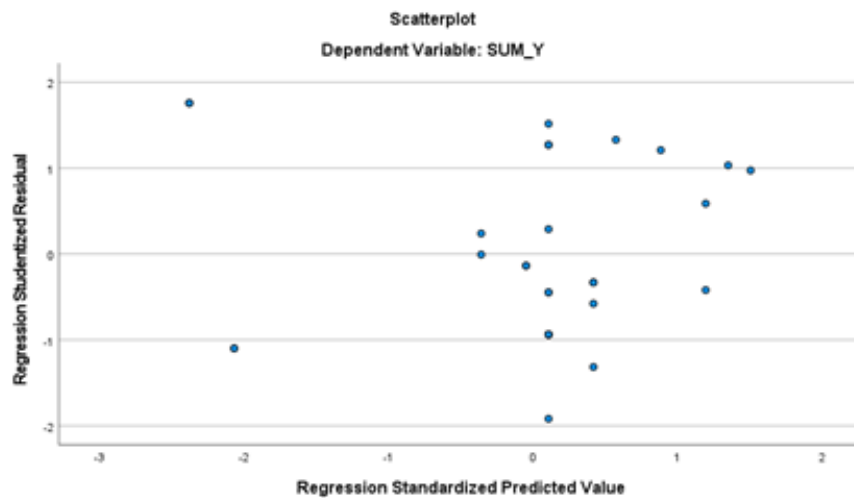


Figure 5. Heteroscedasticity Test Results
Source: Processed by the Author, 2024

b. Autocorrelation Test

The autocorrelation test in this study is shown in table 6.

Table 6. Autocorrelation Test Results
Model Summary^b

V	R	R Square	Adjusted RSquare	Std. Error of theEstimate	Durbin-Watson
1	.385 ^a	.148	.118	4.146	1.916

a. Predictors: (Constant), SUM_X

b. Dependent Variable: SUM_Y

Source: Processed by the Author, 2024

Table 6 shows the Durbin-Watson value in the regression model of 1.916 with a significance of 0.05 (5%) with a research sample (N) of 30 and the number of independent variables of 1 (K = 1). The dL value is 1.352 and dU is 1.489, so that 4-dL = 2.510 and 4-dU = 2.647 are obtained. So the 4-dU value is greater than DW and greater than dU (dU < DW < 4-dU = 1.489 < 1.916 < 2.647), with the conclusion that there is no positive or negative autocorrelation in the equation.

Then a test was carried out with a run test because the previous test was not convincing whether autocorrelation occurred or not. The results of the run test are presented in table 7.

Table 7. Runs Test Results

	<i>Unstandardized Residual</i>
<i>Asymp. Sig. (2-tailed)</i>	0,577

Source: Processed by the Author, 2024

From the run test carried out, it produces an Asymp value. Sig. (2-tailed) 0.577 > 0.05. Based on the test results, it indicates that there are no negative or positive autocorrelation problems.

4. Hypothesis Testing

a. Coefficient of Determination (R²)

Table 4 shows that the R Square (R²) is 0.148, this means that Employee Performance (Y) can be explained by changes in the Employee Placement variable (X) together by 14.8% and the remaining 85.2% is influenced by other variables outside the variables studied.

b. Regression Equations

The influence of the Employee Placement variable (X) on Employee Performance (Y) through multiple regression testing as follows:

Table 8. Multiple Linear Regression Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardize d Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.901	3.584		7.227	<.001		
	SUM_X	.264	.120	.385	2.207	.036	1.000	1.000

a. Dependent Variable: SUM_Y

Source: Processed by the Author, 2024

From table 8 it can be explained as follows:

$$Y = 25,901 LP + 0,264 PCB$$

- 1) Constant = 25.901; This means that if the Employee Placement variable (X) is zero, then the Job Performance (Y) value is 25.901.
 - 2) The regression coefficient (β_1) is 0.264 in the positive direction; meaning that if there is an increase in the Employee Placement variable (X) by one unit, then Work Performance (Y) will also increase by 0.264 one unit.
- c. t Test (Partial Test)

The t test aims to test the significance of the results of the multiple linear regression test. Proving this hypothesis is by paying attention to significant values. The t test results can be seen in table 8.

Based on hypothesis testing with the t test, it is known that the Employee Placement variable (X) has a t value of 2.207 with a significance level of 0.001 ($0.001 < 0.05$), this means that the Employee Placement variable (X) has a positive influence on Job Performance (Y).

CONCLUSIONS

The result of the t-test of the Employee Placement variable (X) the calculated t value is 2.207 with a significance level of 0.036 ($0.036 < 0.05$). So the research hypothesis is accepted, this means that there is an influence between the Employee Placement Variable on the Work Performance of Employees at the Madiun State Polytechnic.

With Employee Placement, employee work performance will be built or maintained. So the more precise the employee's position, the higher the employee's work performance.

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