



A Literature Review The Influence of First Placement and Work Motivation on The Performance of ASN That Graduates on 2018 From ABC College In XYZ Institution

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Abstract: Based on the Decree of the Head of the XYZ Institution concerning the Assignment of Candidates for Civil Servants of the XYZ Institution, there are distribution of graduates who get work placements in various lines of the organization. It is interesting to conduct further research related to the relationship between work placement, work motivation, and performance of graduates that have work placement according to competence and not according to competence in unit the duties and functions of the XYZ Institution. Job placement or employee placement is a process in determining the development of employees who have competencies according to the needs of the organization. Work placements are carried out based on the availability of positions in the organization. The right job placement consists of the suitability of academic abilities, the suitability of experience, the suitability of physical and mental health, and the suitability of marital status are also ways used to get the right people so that the planned organizational goals can be successful. With the right job placement, work enthusiasm, work mentality, and employee performance can be optimal and even employee creativity can increase. Work placement can influence a person's motivation in carrying out his duties or work. Motivation affects employee performance. When an employee has less motivation or even no motivation, then the employee will find it difficult to complete every job that is his responsibility. On the other hand, an employee with full work motivation will be able to easily and well complete his work.

Keywords: Graduates, ABC College, Work Placement, Motivation, Performance.

INTRODUCTION

ABC College is an official university in Indonesia which is organized by the XYZ Institution of the Republic of Indonesia. The Vision of the ABC College is to become a world-class College that produces superior human resources on technology expertise and has the spirit of Pancasila. Meanwhile, the mission of the ABC College is to organize high-quality learning programs in the context of mastering knowledge and expertise in the field of technology, and have high morals.

Graduates of the ABC College can be appointed as Candidates for Civil Servants (CPNS) within the XYZ Institution or other government agencies both at the center and in the regions according to the available formations. On the other hand, it is a government institution that is under and responsible to the President. The XYZ Institution has the task of

carrying out government duties in the field of technology to assist the President in administering the government.

Based on Government Regulation Number 17 of 2020 concerning Amendments to Government Regulation Number 11 of 2017 concerning Management of Civil Servants, it is explained that to fulfill organizational needs and career development of civil servants, it is reorganized with the provisions on the retirement age limit for temporarily dismissed functional officials. Furthermore, in addition to transfers and/or promotions, career development can also be carried out through assignments to government agencies or outside government agencies which are carried out in the context of optimizing the implementation of tasks and achieving organizational performance.

In the work placement process, adjustments are needed between ASN duties and their competencies. Robert L. Mathis in Human Resource Management asserts that placement is the process of matching someone into the right job. HR placement must be viewed in particular as a matching process that can affect work with maximum results. The more precisely the employee is matched to the job, the more the number and quality of the personnel's performance will be affected. Which in the end, employee morale can be affected because a good match can encourage individuals to be better related to achieving goals in the job. The principle in placing a person in carrying out his duties is the right man in the right place, the right person in the right place. This means that the placement for Graduates of the ABC College must be based on their field of expertise to produce a more optimal performance to achieve implementation tasks at the XYZ Institution.

In addition to placement, leaders need to provide work motivation for ASN within the XYZ Institution. In this case, Dale H. Schunk (2008) states that motivation is a process of starting and maintaining activities that are directed at achieving goals. Further explained that motivation is a process rather than a result. As a process, we do not directly observe motivation, but we draw the common thread of motivation from various actions and verbalizations. A motivated person works hard, maintains the pace of hard work and has self-controlled behavior towards important goals. Motivation includes effort, persistence and goals. Motivation involves a person's desire to show his performance. Work motivation is a psychological element for a teacher to achieve success in teaching. ASN who do not have the motivation to work will not produce maximum work. ASN has motivation because their needs are met as a result of their relationship with an institution.

Motivation and work placement is one way to improve the performance of ASN to work even better. XYZ Institution is a government agency that is under and responsible to the President. The task of carrying out government duties in the field of technology is to assist the President in administering the government. Thus, good performance will provide maximum satisfaction for the government and society. Therefore, researchers are interested in conducting a literature review of scientific writings that examine the effect of work placement with work motivation as material in the process of compiling research on the effect of first placement and work motivation on the performance of ASN Fresh Graduate from ABC College at the XYZ Institution.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Work Placement

Sastrohadiwiryono (2002) on (Jauhariah, 2014) defines work placement as the process of assigning tasks/jobs to workers who pass the selection to be carried out in accordance with the predetermined scope and are able to account for all risks and possibilities that occur.

Hariandja (2005) on (Indra Hardono, 2019) provides a definition of work placement as the process of assigning or filling positions or reassigning an employee to a new task/position or a different position.

Work placement is the process of allocating new or old employees to certain work positions. The placement consists of 2 (two) things, namely new employees coming from outside the agency and assignments for old employees in new places. In this case, the employee requires an orientation or introduction process (Jauhariah, 2014).

Based on some of the opinions above, it can be concluded that job placement is a process of giving authority and responsibility in the form of assignments to both new employees and old employees who get new positions so that they require job orientation or introduction.

Motivation

Robbin (2003) on (Indra Hardono, 2019) defines that motivation as the desire to try as hard as possible in achieving organizational goals which are determined by the ability of the business to meet an individual need.

Anoraga (2005) on (Indra Hardono, 2019) defines motivation as a need that encourages action for a particular purpose. Work motivation is something that creates enthusiasm or encouragement to work.

Motivation is the result of the interaction of individuals and situations, both internal and external situations. Motivation is considered as an individual characteristic where it can be owned by someone or not. In an organization, the leadership considers employees with high motivation as diligent employees. On the other hand, employees who lack motivation are considered lazy employees (Pramesti, 2016).

Based on some of the opinions above, it can be concluded that motivation is an encouragement possessed by a person to complete the work that is the responsibility of that person as an effort to contribute to the organization to achieve the goals that have been set.

Performance

Dessler (1998) on (Jauhariah, 2014) define employee performance as a form of procedure that contains the setting of performance standards, actual assessment in relation to these standards, providing feedback to employees with the aim of providing motivation to avoid decreasing performance or so that employees can perform higher.

Prawisosentoso (1999) on (Jauhariah, 2014) define employee performance as the results achieved by a person or group of people within an organization in accordance with their respective responsibilities and authorities to be able to achieve organizational goals.

Lebas & Euske (2004) in (Sobirin, 2014) define performance as a set of processes that encourage a manager to take appropriate action today, so as to produce organizational performance in the future, which is related to organizational effectiveness and efficiency.

Based on the 3 (three) definitions of performance according to the experts above, it can be concluded that performance is the things an employee does to complete procedures in the work that are the authority and responsibility of the employee as an effort to achieve organizational goals.

METHODS

A literature review is a method that has the aim of informing readers of other research studies that are closely related to the research conducted at that time (Creswell, 2013). This research was conducted with a literature review approach. This approach is carried out by collecting supporting data sourced from internal documents, and research journals both national and international which discuss the influence of work motivation on an employee's performance.

RESULT AND DISCUSSION

Overview of ABC College Graduates on 2018

Fresh Graduates of the ABC College are graduates of the State ABC College who graduated in 2018 from an education that has lasted for 4 (four) years. A total of 73 graduates have been appointed as Civil Servant Candidates (CPNS) in 2018. At the beginning of 2019, all graduates received a placement letter stating the place where each individual will serve. Based on the Decree of the Head of the XYZ Institution concerning the

Assignment of Candidates for Civil Servants of the XYZ Institution, there is a distribution of graduates who get work placements in various lines of the organization.

The Relationship between Work Motivation and Performance

Every organization in placing new employees and employees who have worked in a field of work for a long time has great expectations so that employees can contribute, namely by completing every job that is their responsibility properly. Work motivation has an effect in directing an employee to participate in the process of completing work and providing job satisfaction for both himself and the organization (Wahyudi, 2019).

Motivation is considered to have a positive influence on employee performance. Imawan (2016) in a study conducted by Wahyudi (2019) stated that motivation has an effect on employee performance. When an employee has low motivation or even no motivation, then the employee will find it difficult to complete every job that is his responsibility. On the other hand, an employee with full work motivation will be able to easily and well complete his work.

It is necessary to examine the relationship between work motivation and the performance of the ABC College Graduates on 2018 as Civil Servants at the XYZ Institution. Factors that are closely related to work motivation, especially the first job placement factor that has been received by every graduate of the ABC College. Thus, various other factors will be identified that influence the emergence of work motivation to be able to carry out the tasks that are their responsibility and each employee is responsible.

Relationship between Work Placement and Work Motivation

Job placement or employee placement is a process in determining the development of employees who have competencies according to the needs of the organization. Work placements are carried out in accordance with the availability of positions in the organization. As a Civil Servant, job placement is something that must be accepted and must be carried out as well as possible. Every Civil Servant recruited through a national selection, will be placed in accordance with the position applied for. That is, they already know the position and the competencies that are adjusted to their own competencies. Work placements for employees are accepted by both employees who have worked for a long time through the provision of promotions, job transfers, and demotions as well as for new employees by carrying out an orientation program or introduction to the work environment and field. (Ni Luh Tut Tri Ratnawati, 2016)

In the object of this research, it can be explained about the relationship between their first work placement and work motivation to become a Graduate of the ABC College at the XYZ Institution. Bearing in mind, based on the Decree of the Head of the XYZ Institution concerning the Assignment of Candidates for Civil Servants of the XYZ Institution, all the graduates get work placements in various lines of the organization who can be found out about work motivation after getting work placements as fresh graduates.

Relationship between Job Placement and Performance

Efforts to place employees in the right fields accompanied by appropriate motivation will maintain quality and improve employee performance. The right work placement will support the achievement of good performance. On the basis of the knowledge, skills, and abilities possessed by an employee, it is utilized properly and in accordance with job criteria. Therefore, employees can easily apply everything they have, both knowledge, skills, and abilities to complete their work (Wahyudi, 2019).

The right job placement consists of the suitability of academic abilities, the suitability of experience, the suitability of physical and mental health, and the suitability of marital status are also ways used to get the right people so that the planned organizational goals can be successful. With the right job placement, work enthusiasm, work mentality, and employee performance can be optimal and even employee creativity can increase.

In the object of this research, it can be explained about the relationship between their first job placement and the performance of ABC College Graduates at the XYZ Institution. Bearing in mind, based on the Decree of the Head of the XYZ Institution concerning the

Assignment of Candidates for Civil Servants of the XYZ Institution, all the graduates get work placements in various lines of the organization who can be found out about the relationship between the appropriate work placements and their performance after getting a job placement as a fresh graduate.

CONCLUSIONS

Based on the literature review that has been carried out, it can be concluded that as fresh graduates, graduates of the ABC College on 2018 who are placed in the XYZ Institution get work placements in various lines of the organization. It is interesting to conduct research on the relationship between work motivation and performance, the relationship between work placement and work motivation, the relationship between work placement and work motivation, and the relationship between job placement and performance. Thus, it can produce data on things that can increase work motivation and performance to support the completion of the tasks and functions of the XYZ Institution.

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