The Effect Of Selection And Job Placement On Employee Performance In PT. Elastic White Elephant In Tangerang Regency

Marina Syafitri

Universitas Pamulang, Tangerang Selatan, Banten 15417, Indonesia

Email: marina.pipit59@gmail.com

ABSTRACT: The purpose of this study is: To know the effect of selection on employee performance. To find out how work placements affect employee performance. To know the effect of selection and job placement together on employee performance. In this study the use is a quantitative approach. This type of research uses associative research methods. The population in this study was 700 employees. A sample of 70 respondents to pt employees. Elastic White Elephant in Tangerang Regency. The results of this study show that: There is an influence of selection on employee performance. There is an effect of job placement on employee performance. There is a effect of selection and job placement together on employee performance.

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

INTRODUCTION

In the era of globalization as it is today characterized by growing and increasing competition between companies with the aim of profiting from the company's activities, as well as trying to maintain the existence and continuity of its company, so that each company is required to operate properly (Wahyudi, 2018; Anggraeni, 2020). In order to achieve the goals set before, each company needs factors such as Human Resources, raw materials, machinery, and capital. These production factors must be managed in such a way that the company's re-established goals will be achieved. Then to get a superior HR required selection, because the company expects to get employees who fit the required qualifications.

Selection is important for the company because selection is a process by which prospective employees are selected according to their qualifications and according to what is needed to fill job openings at the company (Rambi, Lengkong and Jorie, 2015:623). The purpose of the selection is to get employees who can contribute to the company and can do their job optimally. However, there are still obstacles in terms of selection such as related issues at the time of the pay deal, namely the mismatch between prospective employees and the honor offered by pt. Elastic White Elephant in Tangerang Regency. Then there are

problems at the time of selection, such as there are prospective employees who do not meet the requirements desired by the Company (Dinantara, 2019; Mukrodi, 2018).

In addition to selection, work placement is also important. Because work placement is a first step in the planning process, selection in the implementation of personnel management activities. Therefore, competency standards for each employee must be the top priority before the employee is placed in order to produce skilled human resources in carrying out the task (Anggraeni, 2020). Follow-up work placement of the selection, which is to place the prospective employee received (pass the selection) in the position/job that needs it and at the same time delegate authority to the person.

After the selection process is carried out and employees are accepted into the company then the following steps that must be done regularly is the optimal performance of employees. To produce optimal performance, a performance assessment is required on the part of the company. Because performance assessment is a formal and systematic system implemented by the company to measure employee performance. To what extent the performance performed by employees compared to the standard stipulated by the company.

The formulation of the problem is: Is there an effect of selection on employee performance. Is there any effect of job placement on employee performance. Is there any effect of selection and work placement together on employee performance.

The purpose of this study is: To know the effect of selection on employee performance. To find out how work placements affect employee performance. To know the effect of selection and work placement together on employee performance.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Employee Performance

Sinambela, et al (2012) suggested that employee performance is defined as the ability of employees to do certain skills. The performance of the employee is very necessary, because with this performance will be known how far the employee's ability to carry out the task charged to him. Therefore, a clear and measured criteria is required and set together as a reference. Whereas according to Mathis (in Laksana, 2014) "Employee performance is what employees do or don't do that affects how much they contribute to the organization in the quality of output, output quantity, output period, presence in the workplace, and cooperative attitude".

Mangkunegara (2010:9), employee performance is the performance of work or output (output) both quality and quantity achieved by human resources unity period of time in carrying out its work duties in accordance with the responsibilities given to it. Mathis (Laksana, 2014), defines employee performance as follows:

"Employee performance is what employees do or don't do that affects how much they contribute to the organization in quality of output, output quantity, output period, workplace presence, and cooperative attitude (Wahyudi, 2019)

From the above definition stipulates that employee performance is the result of the work achieved by a person from his activities and behavior directed to carry out the task according to the position and description of the task that has been assigned by the organization, carried out in order to achieve the organization's goals (Wahyudi, 2018).

Selection

Selection is a process by which prospective employees are selected according to their qualifications and according to what is needed to fill job openings at the company (Rambi, Lengkong and Jorie, 2015:623). While according to Hasibuan (2013:47), selection is an activity of selection and determination of applicants who are accepted or rejected to become employees of the company.

According to Sedarmayanti (2010:113), selection is the activity of determining and selecting a workforce that meets the criteria that have been set. While according to Siagian (2013:131) The employee selection process is one of the most important parts in the whole

human resources management process. If a group of applicants has been acquired through various recruitment activities, the selection process begins.

Selection is a process by which prospective employees are selected according to their qualifications and according to what is needed to fill job openings at the company (Rambi, Lengkong and Jorie, 2015:623). Basically, the purpose of selection in employee acceptance is to get the right person for a particular position, so that the person is able to work optimally and can stay in the company for a long time. Although the goal sounds very simple, however, the process turns out to be very complex, takes quite a long time and costs little and is very open opportunity to make mistakes in determining the right person.

Based on some of the above definitions, that selection is a careful selection activity according to the most suitable for a particular position within an organization. The implementation of selection must be done honestly, carefully and objectively so that the employees received are fully qualified so that the coaching, development and arrangement of employees becomes easier. This selection activity is very important in the human resources management process, if the company is not meticulous and not careful in this selection there will be inappropriate employee acceptance and incompatible with the job title entrusted to it, so that employees can not work efficiently and effectively.

Job Placement

Placement is the process of matching or comparing the qualifications that have with the requirements of the job, and at the same time giving the task, the job to the prospective employee to be carried out. Accuracy in assigning employees with the suitability of fields and expertise becomes a necessity of a company (Ardana, et al., 2012:82). Whereas according to Dessler in Kavoo-Linge and Kiruri (2013:213) the placement of employees is a process in which the scope of the employee's authority will have a reasonable chance of success.

Mathis and Jackson (in Hiskia Jonest Runtunuwu, et. al., 2015:83), placement is putting a person's position into the right job position, how well an employee fits into his or her job will affect the number and quality of the job. Yuniarsih and Suwatno (2013:116) state that the placement of employees not only places, but must match and compare the qualifications that employees have with the needs and requirements of a position or job.

According to Mangkuprawira (2011:166), work placement is the reassignment of an employee to a new job. Placement activities are carried out based on follow up from the selection results that have been implemented before. This activity needs to be done in a planned manner because it will affect the productivity and loyalty of employees".

From the above definition indicates that the placement of the employee is done after the employee in question passes the selection. This applies not only to new employees but also to older employee placements, both promotions and assignments and demosi. It says that because as with new employees, older employees also need to be recruited internally, selected and placed, also undergo an introduction program before they are placed in a new position and do new work.

METHODS

In this study the use is a quantitative approach. Quantitative approach emphasizes meaning, reasoning, definition of a particular situation (in a particular context), researching more things related to daily life. Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on specific populations or samples, sampling techniques are generally conducted randomly, data collection using research instruments, quantitative or statistical data analysis with the aim of testing established hypotheses. This type of research uses associative research methods. Associative research is a study that aims to find out the relationship between two or more variables.

Population understanding according to Sugiyono (2009:80) is a generalized region consisting of objects or subjects that have certain characteristics set by researchers to study and then draw conclusions. Whereas according to Margono (2010:118), "Population is all

data that concerns us in a scope and time that we determine". In this study, the population in this study was 700 employees of PT. Elastic White Elephant in Tangerang Regency.

Sampling for research according to Suharsimi Arikunto (2010:112), if the subject is less than 100 people should be taken all, if the subject is large or more than 100 people can be taken 10-15% or 20-25% or more. This evaluation research takes all employees are 700 employees of PT. Elastic White Elephant in Tangerang Regency. Of these populations are taken 10% of the population so the sample number is 10% x 700 employees = 70 employees.

Analysis of data conducted using the help of the SPSS (Statistical Product and Service Solutions) program version 20. For data management and analysis purposes. After data management, it is then done to analyze the effect of free variables on bound variables using a simple linear regression analysis model processed with the SPSS 20 program. This model was chosen because it wanted to know the amount of contribution the influence of free variables on bound variables. As well as variable risk factors free of bound variables.

The hypothesis used in this study is an associative hypothesis, because in this study it asks the effect of two variables namely free variables and bound variables. According to Sugiyono (2010:69) "The associative hypothesis is a temporary answer to the formulation of associative problems, which ask for the influence between two or more variables". T and F tests are used to test hypotheses, hypothesis testing techniques in this study using the help of computer statistical product and service solutions (SPSS) program version 20 for Windows.

RESULT AND DISCUSSION

Table 1. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10,965	4,312		2,543	,013
1 Selection (X1)	,348	,074	,421	4,733	,000
Job Placement (X2)	,515	,096	,478	5,381	,000

a. Dependent Variable: employee performance (Y)
Source: Research data, 2020

Data above describes:
1. Effect of Selection (X1) on employee performance (Y)
   Based on the table of coefficients above, the thitung value for the Selection variable (X1) is 4,733 while the ttabel value for N = 70 is 1,994. So 4,733 > 1,994, then H0 is rejected and Ha is accepted, it can be stated that Selection (X1) has a significant effect on Employee Performance (Y).
2. Effect of Work Placement (X2) on employee performance (Y)
   Based on the table of coefficients above, the thitung value for the Work Placement variable (X2) is 5,381, while the ttabel value for N = 70 is 1,994. So 5,381 > 1,994, then H0 is rejected and Ha is accepted, it can be concluded that partially variable Work Placement (X2) affects Employee Performance (Y).

Tabel 2. Test Results F

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	834,730	2	417,365	53,917	,000[b]
Residual	518,641	67	7,741		
Total	1353,371	69			

a. Dependent Variable: Employee performance (Y)
b. Predictors: (Constant), Job Placement (X2), Selection (X1)
Source: Research data, 2020

From the analysis results in the table above, the ANOVA test was obtained a F-count value of 53,917, while Ftabel ($\square$ 0.05) for N = 70 was 2.50. So Ftung > of Ftabel ($\square$ 0.05) or 53917 > 2.50 with a significant rate of 0.000 due to 0.000 < 0.05, it can be said that Selection (X1) and Work Placement (X2) together or simultaneously have a positive effect on employee performance (Y).

Tabel 3. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,785[a]	,617	,605	2,78225

Source: Research data, 2020

Based on the calculations in the table above, the influence test was conducted for all three variables, and based on the Summary Model table generated a Value of R Square of 0.617. This showed that 61.7% of Selection (X1) and Work Placement (X2) together had an effect on Employee Performance (Y), while the remaining 38.3% were influenced by other factors not studied in this study.

CONCLUSIONS

The Research result are:
1. There is an influence of selection on employee performance.
2. There is an effect of job placement on employee performance.
3. There is a effect of selection and work placement together on employee performance.
    In the closing chapter, the author tries to provide suggestions that may be useful to the company. The suggestions are as follows::
  1. PT. Gajah Putih Elastic in Tangerang Regency maintains the selection process in order to get a qualified workforce to occupy a position in the company.
  2. PT. Elastic White Elephant in Tangerang Regency should increase attention to the increased implementation of employee placement.
  3. With the improvement of employee performance, PT. Elastic White Elephant in Tangerang Regency will have a positive impact on the company's survival. Therefore, the company must participate in improving employee performance, one way is to increase the number of computer facilities in the company which of course greatly affects in the achievement of the effectiveness of the use of information system technology in the company.

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