



Determinant of placement on the performance of the civil servant apparatus (ASN) in the mare subdistrict of bone regency

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Open Access Research Journal of Multidisciplinary Studies, 2021, 02(01), 001–004

Publication history: Received on 26 August 2021; revised on 29 September 2021; accepted on 01 October 2021

Article DOI: <https://doi.org/10.53022/oarjms.2021.2.1.0041>

Abstract

The right man in the right place and the right man behind the right job. The placement of employees becomes very important to improve employee performance including ASN in the government office of Mare Subdistrict, Bone Regency. The purpose of the study is to see the influence or role of employee placement factors on the performance of ASN employees. Apakah has a significant influence. The research was conducted on a number of ASNs in the government office of Mare District of Bone Regency. The method of data collection is done by saturated survey method (census). The method of data analysis is to use a hypothesis test, which is a t-test to see the influence of independent variables, namely placement (X) on dependent variables, namely ASN performance (Y). The results of the study obtained that the placement factor had a significant effect (real) on the performance of ASN in the District Office mare Bone Regency. This is evident from the results of the t test where the placement variable (X) has a significance value (Sig.=0.001<0.05) and is also shown from a t-calculated value (4.015) greater than the value of t-table (1,667).

Keywords: Placement; Performance; Civil Servant (ASN); Mare

1. Introduction

Placement is one of the most important aspects both for employees and for the company itself. Placement is a very decisive process in getting competent employees that the company needs, because of the right placement in the right position will be able to assist the company in achieving its expected goals [1]. [2] suggest that the placement is in accordance with the principle “The right man in the right place and the right man behind the right job” or in the literal sense of placing the right people in the right place and the placement of the right people for the right position. According to [3] placement is the process of assigning or filling positions or reassignment of employees to new tasks or different positions. The assignment for newly recruited employees and old employees through promotion, transfer, and demotion (demotion) is intended to give a new color, so that with new personnel and or new positions, there is a change that starts from a different point of view from the previous personnel. [4] mentions that there are criteria that must be met in the implementation of the work placement, namely; conformity of knowledge, suitability of abilities and suitability of skills required in performing the work.

Placement is defined by [5] is a process of assigning or filling positions or reassignment of employees to new tasks or positions or different positions. Whereas according to [6] that placement is a process of giving tasks and jobs to employees who pass the selection to be carried out continuously and the authority and responsibilities attached to the portion and composition set and able to account for all risks that may occur on the duties and work, authorities and

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responsibilities. According to [7] that work is a certain amount of physical and mental activity that a person does to do a job. According to [8] the source of prospective employee placement comes from two sources, namely internal sources of the company and sources from external companies. The source of labor is taken from the company's own internal employees through promotion programs, transfers (job rotation) and demotion. External labor sources are taken from outside the company.

The placement of a personnel is strongly related to their performance. Proper placement will provide good performance, while improper placement will actually have a good impact on the personnel themselves as well as for the company [9]. Many companies do not realize how valuable human resources are for the survival of the company. The number of strikes that occur lately and productivity decreases which is a phenomenon of many human resource management problems that are less so noticed. For this reason, it is important to carry out the right placement process so that the excesses of the mis-placing can be maintained properly, and most importantly can improve the company's performance.

According to [10] it says that the term performance comes from the word job performance or actual performance (actual work performance or achievement achieved by a person). Performance or work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Whereas according to [11] that performance has a broader meaning not only the results of work, but including how the work process takes place. For this reason, it is important to conduct a study of the Effect of Placement on the Performance of the State Civil Apparatus (ASN) in the Mare District Government of Bone Regency, to find out if there is an influence of placement factors on the performance of an ASN.

2. Material and methods

2.1. Data types and sources

The type of data used in research is primary data sourced from respondents' answers to a number of questions related to research variables. Research variables consist of independent variables namely placement (X) and dependent variables namely ASN performance (Y). Both variables are measured using a likert scale measuring 0-5 (0: strongly disagree, 1: agree a little, 2: hesitate; 3: agree, 4: strongly agree, 5: strongly agree. Primary data is data obtained directly from the research subject either in the form of data or information using established guidelines[12]. It was further stated[13] that primary data is the data first collected by a researcher.

2.2. Collecting Data

The data collection method used in this study is a survey method with structured interview techniques. According to [14] that survey is a method of research conducted by asking several questions to the person (respondent) about the opinion of the question asked. Respondents were employees of ASN mare district office, Bone Regency, as many as 21 people. The survey conducted is saturated sampling or census, namely by taking the entire available population.

2.3. Data analysis

The data analysis technique used in this study is the t-test analysis which is a hypothesis test or different test. Before the t test, the normality test and the instrument test are first carried out, namely reliability tests. Both tests are intended to meet whether the instrument used is good enough (reliable) in obtaining answers from respondents, as well as normality tests to ensure that the data to be processed qualifies parametric statistical tests[15].

3. Results and discussion

3.1. Normality test

The results of the normality test using the kolmogorov smirnov test showed that the significance value in the test table of normality of the work placement variable (X) was 0.092, and the asn performance variable value (Y) was 0.071, which is less than nilia alfa >0.05 which means both variables are normally distributed. It is as stated [15] that if using the kolmogorov smirnov test, the variable is said to be normally distributed if the significance value is more than or equal to 0.05. Conversely, if the significance is less than 0.05 then the variable or data is declared not normal distribution.

3.2. Reliability test

Reliability test is one of the instrument test techniques used to measure the consistency of questionnaires that are indicators of variables or constructs. A questionnaire is declared reliable or reliable if a person's answers to questions are consistent or stable over time [12]. Reliability test results are obtained as follows:

Table 1 Reliability test results

Variable	Nilai Cronbach Alpha	Criterion	Decision
Placement (X)	0.868	> 0.70	Reliable
ASN Performance (Y)	0.737	> 0.70	Reliable

Based on the results of reliability tests as in the table above it is obtained that the instrument used to measure both variables tested, is declared reliable (reliable). This is in accordance with the statement [13] that a construct or variable is said to be reliable if it gives Cronbach's Alpha value > 0.70.

T-test analysis. The t test is used to test the significant degree of partially independent variable influence on dependent variables [14]. In this case is the effect of placement variables on ASN performance variables. The t test test in this study was conducted using the help of the SPSS program. The results of the t-test analysis are obtained as follows:

Table 2 T-Test Analysis Output

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	60.030	6.065		5.520	0.000
	Placement (X)	1.270	1.175	0.315	4.015	0.001

The results of the t test analysis found that the placement variable (X) has a significance value (Sig.=0.001<0.05) which means accept H0 and reject H1 or in other words there is a significant relationship between the placement variable (X) to the asn performance variable (Y). This is also reinforced by the result of t-count = 4,015>1,667 which is the value of the t-table.

The results of the hipthesisi test showed that placement significantly affects the performance of ASN. The placement of human resources in accordance with the demands of positions or tasks in an organization is one that must be considered by the leadership [16, 17]. The placement of employees / employees is one of the functions of human resource management, through which the company / organization will have a workforce in accordance with the right quality in the right position so that it is expected to achieve efficiency and effectiveness and productivity in work [18]. According to [19] that the placement of the right people in the right place and placement in the right person in the right position or "the right man on the right place and the right man behind the right job" must be carried out consequently so that employees can work in accordance with their specialization or expertise, so that the spirit in achieving optimistic results even employee creativity can grow and develop properly.

Empirically, work placement is still a problem for employees who work in the District Office mare Bone Regency. Limited human resources are completely in accordance with the jobs-description, because the recruitment and placement system is still top-down which is generally determined by the regional secretariat. The proximity and family factor is also an integral part of the existing conditions. The non-conformance between work placement and employee skills and expertise will certainly have an impact on his personal resilience which also affects his results and performance. This becomes a problem for district offices that have employees with different educational backgrounds, knowledge, experience, and qualifications. Work placement is the process of providing duties and jobs to employees who pass the selection to be carried out in accordance with the scope that has been set, and able to account for all risks and possibilities that occur for tasks and work, authority, and responsibilities.

4. Conclusion

The results of the study obtained that the placement factor had a significant effect (real) on the performance of ASN in the District Office mare Bone Regency. This is evident from the results of the t test where the placement variable (X) has a significance value (Sig.=0.001<0.05) and is also shown from a t-calculated value (4.015) greater than the value of t-table (1,667).

Compliance with ethical standards

Acknowledgments

Thank you for the collaboration between the two universities, namely; Economics College of YAPTI Jeneponto and Cokroaminoto University Makassar. Thank you to the chairman of mare subdistrict of bone regency and staff for cooperation during the research took place.

Disclosure of conflict of interest

In principle we do not have a conflict of interest, considering our role and field of study which is different.

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