THE EFFECT OF CAREER PLACEMENT AND DEVELOPMENT TO EMPLOYEE PERFORMANCE

Siska Yunanti
Universitas Pamulang, Indonesia
dosen02590@unpam.ac.id

Abstract: Employee performance, in general, is an embodiment of work carried out by employees who are usually used as a basis or reference for evaluating employees in an organization. Good performance is a step towards achieving organizational goals, therefore, performance is also a deciding tool in achieving organizational goals so it needs to be strived to improve employee performance. This study aims to study the Placement and Career Development of employee performance at PT. Jakarta Prima Cranes in Jakarta. The method used is explanatory research with a sample of 53 respondents. The analysis technique uses statistical analysis with regression testing, evaluation, determination, and hypothesis testing. The results of this study indicate the significance of the company's performance of 48.2%, the hypothesis test obtained significance of 0,000 <0.05. Career Development has a significant effect on employee performance by 59.6%, hypothesis testing obtained significance of 0,000 <0.05. Career Placement and Development simultaneously have a significant effect on employee performance by 56.3%, hypothesis testing obtained significance of 0,000 <0.05.
Keywords: Placement, Career Development, Employee Performance

INTRODUCTION

Employee performance, in general, is an embodiment of work carried out by employees who are usually used as a basis or reference for evaluating employees in an organization. Good performance is a step towards achieving organizational goals, therefore, performance is also a deciding tool in achieving organizational goals so it needs to be strived to improve employee performance.

Every company in carrying out its activities must have a goal to be achieved, to achieve or realize these goals every company must be clever in choosing a strategy, especially human resource planning which is essentially focused on certain steps taken by management. The availability of permanent workers to occupy positions and the right time in order to achieve the objectives and various targets set. They view work as something noble so that the human resource factor in carrying out work must not be ignored. This can be seen from the smaller demand to pay attention to the human aspect rather than just focusing on the technological and economic aspects. Increasing competition in the world of work spurs companies to continue to improve performance, so as to achieve company goals that bring profit and benefit the community. To achieve company goals electively, it is, of course, required high-quality human resources (labor) and in accordance with the current field.

(Employees) there are other aspects for the achievement of company goals, namely career development of employees (career development). When employees do the same thing and repeatedly, it will have a bad impact, then the employee will experience burnout. To prevent this from happening, the employee career development process is definitely needed. Which, according to Hasibuan (2004) career development is an effort to improve the technical, theoretical, conceptual, and moral abilities of employees according to the needs of the job/position through education and training.

According to Mangkunegara (2016) the notion of performance is the work of quality and quantity achieved by

an employee in carrying out their duties in accordance with the responsibilities given to him.

Formulation of the problem: (1) Is there a partial effect between Placement on employee performance at PT. Jakarta Prima Cranes in Jakarta; (2) Is there a partial effect between Career Development on employee performance at PT. Jakarta Prima Cranes in Jakarta; (3) Is there a simultaneous influence between Career Placement and Development on employee performance at PT. Jakarta Prima Cranes in Jakarta.

Research purposes: (1) To determine the partial effect between Placement on employee performance at PT. Jakarta Prima Cranes in Jakarta; (2) To determine the partial effect between Career Development on employee performance at PT. Jakarta Prima Cranes in Jakarta; (3) To determine the simultaneous influence between Placement and Career Development on employee performance at PT. Jakarta Prima Cranes in Jakarta

According to Bangun (2012) defines Placement associated with adjusting one's abilities and talents to the work to be done. An important manager's job is to place people according to the right job. Someone is given a job in accordance with the knowledge, skills, and abilities possessed by the requirements of the job.

Career development according to Rivai (2015) explains that "career development is the process of increasing individual work skills achieved in order to achieve the desired career". Career development is highly expected by every employee because they will get the rights to what was previously obtained both material and nonmaterial.

According to Mangkunegara (2016) the notion "performance is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him".

METHODS

The population in this study amounted to 53 respondents PT. Jakarta Prima Cranes in Jakarta. The sampling technique in this study is saturated sampling, where all members of the population are sampled. Thus the sample in this study amounted to 53 respondents.

The type of research used is associative, where the aim is to find out the relationship between variables. In analyzing the data used the instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

RESULTS AND DISCUSSION
Descriptive Analysis

In this test used to determine the minimum and maximum scores, mean scores and standard deviations of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Placement (X1)	53	31	48	38.38	4.434
Career Development (X2)	53	32	48	38.36	3.829
Employee Performance (Y)	53	33	46	39.26	3.638
Valid N (listwise)	53				

Source: processed data (2020)

Placement obtained a minimum variance of 31 and a maximum variance of 48 with a mean score of 3.83 with a standard deviation of 4.43.

Career Development obtained a minimum variance of 32 and a maximum variance of 48 with a mean score of 3.83 with a standard deviation of 3.829.

Employee performance obtained a minimum variance of 33 and a maximum variance of 46 with a mean score of 3.92 with a standard deviation of 3.638.

Verification Analysis

This analysis is intended to determine the effect of independent variables on the dependent variable. The test results are as follows:

Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Results of Multiple Linear Regression Testing

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.663	3.705		2.878	.006
Placement (X1)	.433	.089	.528	4.865	.000
Career Development (X2)	.312	.103	.329	3.028	.004

Coefficients^a

a. Dependent Variable: Employee Performance (Y)

Source: processed data (2020)

Based on the test results in the above table, the regression equation $Y = 10.663 + 0.433X1 + 0.312X2$ is obtained. From the equation explained as follows:

A constant of 10.663 means that if there is no Placement and Career Development, there is an employee performance value of 10.663 points. The placement regression coefficient of 0.433, this number is positive, meaning that every time there is an increase in Placement of 0.433, the employee's performance will also increase by 0.433

points. Career Development regression coefficient of 0.312, this number is positive meaning that every time there is an increase in Career Development by 0.312, employee performance will also increase by 0.312 points.

Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the degree of relationship strength of the independent variables on the dependent variable either partially or simultaneously. The test results are as follows:

Table 3. Test Results for Placement Correlation Coefficient on Employee Performance

Correlations^b

		Placement (X1)	Employee Performance (Y)
Placement (X1)	Pearson Correlation	1	.695**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.695**	1
	Sig. (2-tailed)	.000	

**. Correlation is significant at the 0.01 level (2-tailed).
b. Listwise N=53

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.695 means that the placement has a strong relationship to employee performance.

Table 4. Correlation Coefficient Testing Results Career Development Against Employee Performance

Correlations[b]		Career Development (X2)	Employee Performance (Y)
Career Development (X2)	Pearson Correlation	1	.596[**]
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.596[**]	1
	Sig. (2-tailed)	.000	
**. Correlation is significant at the 0.01 level (2-tailed).			
b. Listwise N=53			

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.596 means that Career Development has a moderate relationship to employee performance.

Table 5. Simultaneous Correlation Test Results Placement and Career Development Simultaneously Against Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750[a]	.563	.545	2.454
a. Predictors: (Constant), Career Development (X2), Placement (X1)				

Source: processed data (2020)

Based on the test results obtained a correlation value of 0.750 means that Career Placement and Career simultaneously has a strong relationship to employee performance.

Analysis of the Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 6. Test Results for Placement Determination Coefficient on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.695[a]	.482	.472	2.643
a. Predictors: (Constant), Placement (X1)				

Source: processed data (2020)

Based on the test results obtained a determination value of 0.482 means Placement has an influence contribution of 48.2% on employee performance.

Table 7. Test Results for the Determination of Career Development Coefficient on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.596ᵃ	.356	.343	2.949
a. Predictors: (Constant), Career Development (X2)				

Source: processed data (2020)

Based on the test results obtained a determination value of 0.596 means that Career Development has an influence contribution of 59.6% on employee performance.

Table 8. Test Results for Placement Determination Coefficient and Career Development on Employee Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.750ᵃ	.563	.545	2.454
a. Predictors: (Constant), Career Development (X2), Placement (X1)				

Source: processed data (2020)

Based on the test results obtained a determination value of 0.563 means that Career Placement and Career Development simultaneously have an influence contribution of 56.3% on employee performance, while the remaining 43.7% is influenced by other factors

Hypothesis testing

Hypothesis testing with a t-test is used to find out which partial hypotheses are accepted.

First Hypothesis: There is a significant influence between Placements on employee performance.

Table 9. Results of Placement Hypothesis Tests on Employee Performance

Coefficientsᵃ					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.392	3.193		5.448	.000
Placement (X1)	.570	.083	.695	6.896	.000
a. Dependent Variable: Employee performance (Y)					

Source: processed data (2020)

Based on the test results in the above table, the value of t count> t table or (6.896> 2.008) is obtained, thus the first hypothesis proposed that there is a significant influence between Placement on employee performance is accepted.

Table 10. Hypothesis Test Results for Career Development on Employee Performance

	Coefficients[a]					
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.524	4.117		4.256	.000
	Career Development (X2)	.567	.107	.596	5.306	.000
a. Dependent Variable: Employee performance (Y)						

Source: processed data (2020)

Based on the test results in the above table, the value of t count> t table or (5.306> 2.008) is obtained, thus the second hypothesis proposed that there is a significant influence between Career Development on employee performance is accepted.

Hypothesis testing with the F test is used to find out which simultaneous hypotheses are accepted. The third hypothesis there is a significant influence between Placement and Career Development on employee performance.

Table 11. Results of Placement and Career Development Hypothesis Tests on Employee Performance

	ANOVA[a]					
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	387.296	2	193.648	32.167	.000[b]
	Residual	301.006	50	6.020		
	Total	688.302	52			
a. Dependent Variable: Employee performance (Y)						
b. Predictors: (Constant), Career Development (X2), Placement (X1)						

Source: processed data (2020)

Based on the test results in the above table, the calculated F value> F table or (32.167> 2.790), thus the third hypothesis proposed that there is a significant influence between Placement and Career Development on employee performance is accepted.

Effect of Placement on Employee Performance

The placement has a significant effect on employee performance with a correlation of 0.695 or has a strong relationship with an influential contribution of 48.2%. Hypothesis testing obtained t count> t table or (6.896> 2.008). Thus the first hypothesis proposed that there is a significant effect between placements on employee performance is accepted.

Effect of Career Development on Employee Performance

Career Development has a significant effect on employee performance with a correlation of 0.596 or has a moderate relationship with an influential contribution of 59.6%. Hypothesis testing obtained t value> t table or (5.306> 2.008). Thus the second hypothesis proposed that there is a significant effect between Career Development on employee performance is accepted.

Effect of Placement and Career Development on Employee Performance

Career Placement and Development significantly influence employee performance by obtaining a regression equation Y = 10.663 + 0.433X1 + 0.312X2, a correlation value of 0.750 or have a strong relationship with the contribution of influence of 56.3% while the remaining 43.7% is influenced by other factors. Hypothesis testing obtained F value> F table or (32.167> 2.790). Thus the third hypothesis proposed that there is a significant effect between Placement and Career Development on employee performance is accepted.

CONCLUSION

A significant influence on employee performance. Hypothesis testing is obtained tcount> ttable. Career Development has a significant effect on employee performance. Hypothesis testing obtained t> t table value. Career Placement and Development significantly influences employee performance. Hypothesis testing is obtained by calculating the value of the F> F table.

REFERENCES

Bangun, Wilson. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.

Hasibuan, Malayu, S. P. (2004). *Manajemen Sumber Daya Manusia. Cetakan ke Tujuh, edisi revisi*. Jakarta: PT. Bumi Aksara.

Mangkunegara, A. A. Anwar Prabu. (2016). *manajemen sumber daya manusia.* Bandung: PT remaja rosda karya

Rivai, Veithzal. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan. Edisi ke-7.* Depok: PT RAJAGRAFINDO.