

Effect of work Placement, Education and Job completion for Employee Performance with Job Satisfaction as a variable intervening in Dharmasraya District Education office

Bimbo Novriandri¹, Herniyenti², Sudarti³, Yulina Eliza⁴
^{1,2,3,4}Sekolah Tinggi Ilmu Ekonomi “KBP”, Padang, Indonesia

¹bimnovriadi@yahoo.co.id

²herniyenti69@gmail.com

³sudarti07717@gmail.com

⁴yulinaeliza@akbpstie.ac.id

Abstract - Research conducted is intended to know the influence of employee placement, education and Jobdescription completion of employee performance by stripping as a Intervening variable in district education Office Dharmasraya. The respondent came from Dharmasraya District education officer. The sample withdrawal method shows that employee placement, education, and Jobdescription completion of employee performance with stripping as Intervening variables in Dharmasraya District education Office is suspected to have a positive influence and signifikan to the performance of employees of the Dharmasraya District Education Office.

Keywords: Employee Placement, Education; JOB completion Description; Performance; Job Satisfaction

1. INTRODUCTION

Nowadays, public services are still faced with conditions that have not been in accordance with the needs and changes in various areas of life in society, nation, and state. This can be due to the change of society's mindset in an increasingly critical direction. In addition it is possible, because the more days citizens increasingly smarter and increasingly understand its rights and obligations as citizens. The condition of the community thus demands the presence of governments who are able to fulfill various demands of necessity in all aspects of their lives, especially in obtaining the good service from the government. The role of the Government is essentially a service to the community, the main result that is expected in government administration is good public service, in accordance with the mandated in law No. 25 year 2009 on service Public. . The condition of public services until today is still not in accordance with the expectations of society, so that the Government is obliged to: (a) Create a decent public service maintenance system; (b) Conducting public services in accordance with the prevailing laws and regulations; (c) Provide protection and legal certainty for the community. The number of public service organizing organizations in Indonesia. PNS need personnel administration services to support the work. The public organization that organizes this service is the Education office. The institution that attracted the author's attention to research was the Dharmasraya District Education Office. From temporary data is seen one of the less good

public services implemented in the Education Office is the inability to serve every guest or community who come to the education office, especially teachers, this is an impact on the quality of and education in Dharmasraya District,

Table. 1. Educational classification recap of education Office

| No | Jabatan | Sarjana SI | S2 | SMA |
|----|------------|------------|----|-----|
| 1 | Eselon II | | 1 | |
| 2 | Eselon III | 1 | 2 | |
| 3 | Eselon IV | 15 | | |
| 4 | Staf | | | 43 |
| | JUMLAH | 16 | 3 | 43 |

Source: The Secretariat of Dharmasraya District Education Office in 2018/2019

Based on the personnel data above, there are most employees who have education qualifications SLTA/SMA, from 62 officers only 16 people or about 26% of the employees who have the establishment of SI, as many as 3 people or about 5% of employees educated S2, and as many as 43 people or about 69% of employees are still educated in the equivalent of SLTA/ SMA. It is possible one of the good causes of service to the community.

The following problems:

How much work placement, education, JOB Description of the work satisfaction of Dharmasraya District education Office? How much work satisfaction influence, employee placement, education, jobdescription on performance at Dharmasraya District education Office? How is the employee placement influence on employee performance with job satisfaction as a Intervinent variable in Dharmasraya District education Office? How much education is affected by job satisfaction officers as variable intervening in Dharmasraya district education Office? How big is the influence of jobdescription on job satisfaction employee performance as a intervening variable in Dharmasraya District education Office?

2. REVIEW OF LITERATURE

Performance

Performance management or performance management can be regarded as a systematic process in which the organization engages its employees in achieving its organizational mission and objectives. Many studies have shown that there is a close correlation between effective performance management and the achievement of organizational objectives.

Performance management is defined by Bacal (1999) as a continuous communication process done in partnership between an employee and a supervisor. So, performance management is an effort to get better results for the organization, team and individual by understanding and managing performance in the goal framework, standards, and the planned competence that has been agreed together. The keywords of this definition are: 1.Objectives, standards and attributes/competencies are planned and agreed with. 2.A process. 3.Share understanding. 4.Approaches to understanding and developing people. 5.Achievement.

Work Placement

Employee placement is a follow-up of the selection, which is to apply prospective employees who received (pass the selection) in a particular job/occupation that needs it and to delegate the authority to the person a way of generating skilled human resources and reliable need a plan in determining the employees who will fill the work in the company concerned. Success in the procurement of manpower lies in the accuracy in the placement of new employees and old employees in the position of new positions. The placement process is a very decisive process in obtaining competent employees that the company needs, because the exact placement in the right position will be able to help the company to achieve its objectives.

Education

According to M.J. Langeveld (1980), the general purpose of education is adulthood or adult human beings who are able to determine themselves independently of their own responsibilities. The association between children and children does not contain possibilities for the emergence of educational situations. It does not mean that their

association has no effect on the personal development of children but rather that their associations will not be in conclusion. Short-term education is unlikely to take place in the association of Children and Children. The same does not take place in adult associations with adults as well. In the association of adults there may be a positive influence for the personal development of both parties that associate, but it is not an education but it is called Bildung, meaning a self-cultivation effort at own responsibility (M.J. Langeveld, 1980:104).

Job Description

The job description is a written information that outlines the duties and responsibilities, job conditions, job relationships and aspects of the work in a particular office in the organization. "Job details that contain thorough information on the duties/obligations, responsibilities, and conditions required when the work is undertaken" (Siswanto,2002). The job description is a systematic record of the duties and responsibilities of a particular office, which is written based on the facts. The drafting of job descriptions is very important, especially to avoid the occurrence of understanding differences, avoiding the occurrence of double work, and to know the boundaries of responsibility and authority of each office.

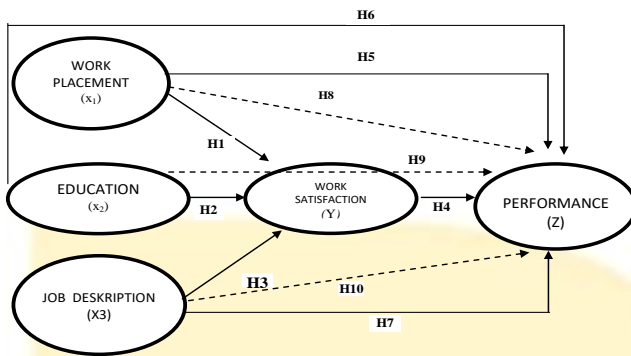
The job description must be clearly defined for each office, so that the office holder knows the duties and responsibilities he or she must take. Job descriptions will provide the firmness and standard of duty to be achieved by the position holder. Job descriptions are fundamental to establishing job specifications and job evaluation for department holders. A less obvious job description would lead to an official knowing less of his duties and responsibilities. This resulted in the work being wrong, even the position holder concerned becomes Overre acting.

Work Satisfaction

Job satisfaction is a pleasant psychic condition perceived by the worker /employee in a working environment for its role in the organization and its needs are well fulfilled. According to Robins, work satisfaction or job satisfaction is identified with things that are individual. Therefore, the level of satisfaction of everyone is different and this is what happens when several factors are fulfilled that is individual needs and relation to the degree of preference and dislikes of workers (Robins, 1999). Meanwhile, Nguyen et al (2003) describes the concept of job satisfaction influenced by multidimensional and unpredictable things through a single dimension.

Conceptual framework

From the thought, it is evident that the placement of officers, education and completion of JOB description of employee performance with job satisfaction as a variable Intervening. Based on this conceptual framework can describe as follows:



Based on this, hypotheses in this study are: H1: Employee placement is positive and significant for job satisfaction H2: Education is positive and significant to work satisfaction H3: Job description has positive and significant effect on Din's work satisfaction As education H4: Job satisfaction is positively and significantly influential in H5 performance: Employee placement has a positive and significant impact on the performance H6: education is positive and significant for performance H7: Jobdescription Positive and significant effect on the performance of H8: Employee placement has positive and significant effect on employee performance with job satisfaction as a variable Intervening H9: education is positive and significant to performance Employee with

job satisfaction as Intervening variable H10: Job description has positive and significant effect on employee performance with job satisfaction as Intervening variable

3. TECHNICAL ANALYSIS OF DATA

Path Analysis

Path Analysis is a way to see the direct and indirect influence between employee placement, education and jobdescription completion of job satisfaction and the performance of the Dharmasraya District education officer. The analysis of this pathway is a development of regression analysis, so regression analyses can be said to be a specific form of pathway analysis. So the equation used for regression analysis is also used on track analysis.

4. PARTIAL HYPOTHESIS TESTING (TEST t)

The T test is intended to know whether or not the partial influence (own) is given a free variable (X) to the bound variable (Y). The basis of the decision is that if the value of sig is < 0.05 , or $T\text{-calculate} > T\text{-table}$ Then there is a partial effect of variable X over the Y variable, and vice versa. Unknown t table = $t(\alpha/2; n-K-1) = t(0.025; 52) = 2.006$, then the table is obtained as follows:

Table. 2. T Test Result

| Variable Relationships | | t-count | t-table | Sig. | Alpha | Results |
|------------------------|-------------------|---------|---------|-------|-------|-------------|
| Work Placement | Work Satisfaction | 4,541 | 2,006 | 0,000 | 0,050 | Significant |
| Education | Work Satisfaction | 2,421 | 2,006 | 0.019 | 0,050 | Significant |
| Job description | Work Satisfaction | 4,952 | 2,006 | 0,000 | 0,050 | Significant |
| Work Satisfaction | Performance | 2,075 | 2,006 | 0,043 | 0,050 | Significant |
| Work Placement | Performance | 2,279 | 2,006 | 0,027 | 0,050 | Significant |
| Education | Performance | 5,337 | 2,006 | 0,000 | 0,050 | Significant |
| Job Description | Performance | 8,228 | 2,006 | 0,000 | 0,050 | Significant |

According to the table above can be explained as follows:

- 1) A unity hypothesis test (H1) is accepted. The sig value is smaller than the alpha value ($0.000 < 0.050$) Then there is a partial influence between employee placement variables and job satisfaction. This means that the placement of officers has a positive influence on the improvement of job satisfaction in Dharmasraya District Education Office.
- 2) A second hypothesis test (H2) is accepted. The sig value is smaller than the alpha value ($0.019 < 0.050$) Then there is a partial influence between education variables and job satisfaction. This means that education has a positive influence on improving job satisfaction in the Dharmasraya District Education Office.
- 3) The third hypothesis testing (H3) was received. The sig value is smaller than the alpha value ($0.000 < 0.050$) Then there is a partial influence between the Jobdescription completion variables and job satisfaction.

This means that the Job description solution has a positive influence on improving job satisfaction at the Dharmasraya District Education Office.

- 4) The fourth hypothesis testing (H4) was received. Because the sig value is smaller than the alpha value ($0.043 < 0.050$). Then there is a partial influence between work satisfaction variables and performance. This means that job satisfaction has a positive influence on the improvement of employee performance in Dharmasraya District education Office.

- 5) The fifth hypothesis test (H5) was accepted. The sig value is smaller than the alpha value ($0.027 < 0.050$) Then there is a partial influence between employee placement variables and performance. This means that the placement of officers has a positive influence on the improvement of employee performance in Dharmasraya District education Office.

6) The sixth hypothesis test (H6) is accepted. The sig value is smaller than the alpha value ($0.000 < 0.050$) Then there is a partial influence between education and performance variables. This means that education has a positive influence on the improvement of employee performance in Dharmasraya District education Office.

7) Seventh hypothesis Testing (H7) was received. The sig value is smaller than the alpha value ($0.000 < 0.050$) Then there is a partial influence between the job description completion variables and the performance. This means that the completion of the job description does not have a positive influence on the improvement of employee performance in Dharmasraya District education Office.

8) The eighth hypothesis testing (H8) was rejected. Analysis of the influence of X1 via Y against Z. Known direct influence given X1 against Z amounting to -0.256. While the indirect influence X1 through Y against Z is the multiplication between the X1 beta value against Y with the value of Y beta against Z i.e: $0.350 \times 0.693 = 0.242$. Thus the total effect given by X1 to Y is a direct influence coupled with indirect influence that is: $-0.256 + 0.242 = -0.013$. Based on the results the calculations are known that the direct influence value of -0.256 and the indirect influence -0.013 which means that the value of indirect influences and the value of direct influence are equally negative, these results indicate that Indirectly or directly the Y variable does not give a significant increase in the X1 variable against Z.

9) The ninth hypothesis test (H9) was received. Analysis of the influence of X2 via Y against Z. Known direct influence given X2 against Z of 0.137. While the indirect influence of X2 through Y against Z is the multiplication between the beta X2 value against Y with the value of Y beta against Z i.e: $0.046 \times 0.693 = 0.031$. Thus the total effect given by X2 against Z is a direct influence coupled with indirect influence of: $0.137 + 0.031 = 0.168$. Based on the results the calculation is known that the direct influence value is 0.137 and the indirect influence of 0.168 means that the value of indirect influence is greater than the direct influence value, these results indicate that The variable Y indirectly delivers a significant increase in variable X2 against Z significantly.

10) The tenth hypothesis test (H10) was received. Analysis of X3 influence via Y against Z. Known direct influence given X3 against Z by 0.264. While indirect influence X3 through Y against Z is a multiplication between the beta X3 value against Y with the value of Y beta against Z i.e : $0.420 \times 0.693 = 0.291$. Thus the total effect given X3 terhadap Z is the direct influence coupled with indirect influence that is: $0.264 + 0.291 = 0.555$. Based on the results the calculation is known that the direct influence value is 0.264 and the indirect influence of 0.555 means that the value of indirect influence is greater than the direct influence value, these results indicate that Variable Y indirectly gives an increased effect variable X2 against Z which is very significant.

5. CONCLUSION

Employee placement is positive and significant to the work satisfaction of Dharmasraya District Education Office, it is evident from the test-t results where the SIG value is greater than the value, then there is a partial influence between the placement variables Employee and job satisfaction so that the placement of the appropriate employee Auth will be able to improve job recovery. Education has a positive and significant impact on job satisfaction, it is evident from the test-t results, where the sig value is greater than the alpha value, then there is a partial influence between education variables and job satisfaction. This means that education has a positive influence on increased job satisfaction, Job description completion is positive and significant to the work satisfaction of Dharmasraya District Education Office. This is evident from the test-t results, where the sig value is smaller than the alpha value, there is a partial influence between the Jobdescription completion variable and job satisfaction. This means that the Jobdescription solution provides a positive influence on improving job satisfaction. Job satisfaction has a positive and significant effect on performance, it is evident from the test-t result, where the sig value is smaller than the alpha value, there is a partial influence between work satisfaction variables and performance. This means that job satisfaction has a positive influence on the improvement of employee performance in Dharmasraya District education Office. Employee placement is positive and significant to performance. This is evident from the test-t results, where the sig value is greater than the value of the sig is greater than the alpha value, there is a partial influence between employee placement variables and performance. This means that employee placements have a positive influence on performance enhancement. Education is positive and significant in performance, it is evident from the test-t results, where the sig value is greater than the alpha value, there is a partial influence between education and performance variables. This means that education has a positive influence on the improvement of employee performance in the Dharmasraya District Education Office. The completion of the job description effect is positive and significant to the performance, this is evident from the test-t results, where the sig value is smaller than the alpha value, then there is a partial influence between the job description completion variables and performance. This means that the completion of the job description provides a positive impact on the improvement of employee performance at the Dharmasraya District Education Office. Employees ' placement has no effect on the performance of work satisfaction as a Intervening variable in Dharmasraya District education Office. Based on the results the calculations are known that the negative direct influence values and negative indirect influences mean that the value of indirect influences and the direct influence value is equally negative, these results indicate that Indirect or direct satisfaction does not give an

increase in the influence of work placement to the performance of employees of the Dharmasraya District Education Office. Education is positive and significant for the employee's performance with job satisfaction as a Intervening variable at the Dharmasraya District Education Office, based on the results of the analysis indicating that indirectly job satisfaction Increased influence on education to employee performance. Job description solutions are positive and significant to the employee's performance with job satisfaction as a Intervening variable in Dharmasraya District education Office.

6. RECOMMENDATIONS

Based on the results of this study, it is recommended:

1. The need to pay attention to the background of employees who will occupy a particular position or task for the official commitment or supervisor authorized to play employees in an institution, especially at the Education Office Dharmasraya District.
2. Employee education greatly affects the experience and ability of the employee itself in the work, so it is necessary to have a supervisor's discretion in the spinning of employees.
3. The completion of the JOB description is indispensable to the stakeholders, who are aiming to know the job description that will be carried out by a worker who will work.
4. To meet the satisfaction of the employees, there are many factors that must be fulfilled, guess only 3 variables that the author pointed above, but many other variables that affect the satisfaction of the officer.
5. For other researchers, it can be used as a material for further studies in conducting subsequent research to expand and develop research variables that have not been researchers.

7. BIBLIOGRAPHY

- [1] Mathis dan Jackson. (2011). Human Resource Management. Jakarta: Salemba Empat.
- [2] J. W. Meyer, "The Effects of Education as an Institution," Am. J. Sociol., Vol. 83, no. 1, pp. 55–77, 1977
- [3] Robbins, P. (2000). The rotten institution: Corruption in natural resource management. Political Geography. [https://doi.org/10.1016/S0962-6298\(99\)00087-6](https://doi.org/10.1016/S0962-6298(99)00087-6)
- [4] Sekaran, U. (2003). Research Methods For Business: A Skill Building Aproach. New York: John Wiley and Sons.
- [5] W. G. Cochran and J. Wiley, Sampling Techniques third edition. New York: John Wily and Sons, 1991.
- [6] V. and D. Cavanough, "Survey Of Recent Developments Vincent Ashcroft and David Cavanough*," vol. 44, no. 3, p. 30335, 2008.