THE INFLUENCE OF JOB PLACEMENT AND WORK EXPERIENCE ON INCREASING EMPLOYEE PRODUCTIVITY AT THE BRIDA MEDAN OFFICE

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Abstract

The population for this research was employees at the BRIDA Medan Office. Data collection carried out in this research is: by distributing questionnaires, a data collection technique that is carried out by giving a set of questions or statements to other people who are used as respondents to answer. The author used multiple linear regression analysis techniques, T test, and F test with the help of Statistical Product Service Solution (SPSS Version 23.0) software to process the data first by conducting data tests. Data analysis technique used is multiple linear regression analysis (Multiple Regression) and using test data quality, classical assumptions and hypothesis testing. The analysis showed R Square 0,891 or 89.1%. 829.673 with a confidence level of 5% level test F-account = 829.673> F-table = 2.79 then H0 and H1 accepted, so Job Placement and Work Experience affects simultaneously (simultaneously) on Employee Productivity. While Job Placement with t-count 8.288> t-table 1.676 and significant 0.000 <0.05, then H0 is rejected and H1 accepted and can be interpreted Job Placement partial effect to the Employee Productivity and Work Experience variables with t-count -5.558 < t-table 1.676 and significant 0.000 <0.05, the Work Experience has no effect partially on Employee Productivity, as t-count smaller than the value t-tabel.

*Keywords: **Job Placement, Work Experience and Productivity***

INTRODUCTION

Human resources in every institution are one of the important factors in an organization or company to achieve its goals and objectives through the cooperative efforts of a group of people within it, so it can be said that human resources are one of the factors determining the success or failure of a company in achieving its goals. The first step in producing skilled and reliable human resources, there needs to be a plan in determining the employees who will fill the existing jobs in the company concerned. Success in procuring labor lies in accuracy in employee placement, both new and existing employees in certain positions. The placement process is a very crucial process in getting competent employees that the institution needs, because the right placement in the right position will be able to help the company achieve the expected goals. According to Hasibuan (2007:71), "proper employee placement is one of the keys to obtaining optimal work performance from each employee, both creativity and initiative will develop." This is very important because for an institution, placing employees in the right positions is the main thing because it is closely related to employee work performance in providing great benefits for the institution.

In placing employees in a particular field of work, there are things that must receive attention, namely placing the right employee in the right place. This means that there are conditions for healthy career development that take into account educational background, rank, class, period. work, as well as other requirements that are in accordance with the demands of work tasks, so that existing human resources will be productive and have high achievements which in turn will be able to increase productivity in an institution as a whole. To increase the productivity of an agency is not by working harder, but by working smarter. The current state of the world generally demands that we be able to produce greater work, but with human resources, money, time, place and other resources more economically.

Of course, government institutions also require careful and appropriate workforce placement so that they can continue to carry out their activities well. However, in practice, work placements are not in accordance with the skills possessed by employees, so that performance is not achieved optimally and the lack of work experience does not support increasing productivity. Work experience is related to the employee's abilities and skills in carrying out the tasks assigned to him. Work

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experience is not only seen from the skills, expertise and abilities possessed, but work experience can be seen from the experience of someone who has worked or worked for a long time at an institution. According to Tohardi (2006:125) states that placement is placing employees in jobs that match their skills or knowledge or in other words the process of knowing the character or requirements needed to do a job (task) and then becoming an employee that is suitable for the existing job. in the sense that the person meets the job requirements in the job specifications.

LITERATURE REVIEW

Job Placement

Employee work placement means allocating employees to certain work positions (Rivai and Sagala, 2010: 198). Employee work placement is matching or comparing the qualifications they have with job requirements, and at the same time giving tasks and work to employees to carry out (Ardana, 2012: 18). According to Rivai and Sagala (2009: 124) stated that placement is the process of giving tasks and work to workers who pass the selection to be carried out in accordance with the scope that has been determined, and are able to take responsibility for all risks and possibilities that occur due to the tasks and work , authority and responsibility.

Work Experience

People who are experienced at work have better work abilities than people who have just entered the world of work, because these people have learned from the activities and problems that arise in their work. With work experience, there has been a process of adding knowledge, skills and attitudes to a person, so that it can support self-development with existing changes. According to Johnson (2007:228) states that "experience brings out a person's potential. Full potential will emerge gradually over time in response to various experiences." So what is really important to pay attention to in this relationship is a person's ability to learn from their experiences

Employee Productivity

According to Basu Swastha and Ibn Sukotjo (1995) productivity is a concept that describes the relationship between results (amount of goods and services) with sources (amount of labor, capital, land, energy, and so on) used to produce these results. According to Mukiyat (1998) that work productivity is usually expressed by a balance of average work results in relation to the average working hours of the given process. Blocher, et al., (2007:307) explain that productivity measures can be seen in terms of operational productivity and financial productivity. Work productivity is the ability to obtain the maximum benefit from the available facilities and infrastructure by producing optimal output, if possible the maximum (Siagian, 2008).

RESEARCH METHOD

Research Approach

This research approach is causal research. Causal research is research that has the main purpose of proving causal relationships or between the variables studied can occur influencing and influenced relationships. Therefore, this study aims to analyze how the effect of job placement and Work Experience on the work productivity employees BRIDA office Medan.

Population and Sample

Population is a generalized area consisting of objects / subjects that have certain quantities and characteristics that are determined by researchers to be studied and then drawn conclusions. Population is the whole object of study. If one wants to examine all the elements in the research area, then the research is population research (Arikunto, 2013). Population is a generalized area consisting of, objects/subjects that have certain quantities & characteristics set by researchers to be studied and then drawn conclusions (Sugiyono, 2016). A sample is a portion of the number and characteristics

possessed by the population, or a small part of the members of the population taken according to a certain procedure so as to be representative of the population. If the population is large, and it is impossible for researchers to study everything in the population, due to limited funds or costs, energy and time, then researchers can therefore use samples taken from the population. Thus, the number of samples set by the researcher is 34 person

Data Analysis Techniques
Multiple Linear Regression Test
In this study, the data analysis technique used was multiple linear regression analysis using the *Statistical Product Service Solution* (SPSS) program version 23. Regression analysis is used to forecast a bound variable (Y) based on an independent variable (X) in a linear equation. According to (Sugiyono, 2013) "Multiple linear regression aims to calculate the magnitude of the influence of two or more independent variables on one dependent variable and predict the dependent variable using two or more independent variables".
The formula for multiple regression analysis is as follows:
$$Y = \alpha + b_1 X_1 + b_2 X_2 + e$$
Information:
Y   = Employee Productivity
α = Value of Y if $X_1 = X_2 = 0$ (constant)
b   = Multiple Regression Coefficient (*Multiple Regrestion*)
X_1 = Job Placement (*Independent Variables*)
X_2 = Work Experience (*Independent Variables*)
e   = error

Hypothesis Testing
Concurrent Test (F)
The F test (synchronous test) is performed to see the effect of the independent variable on the dependent variable simultaneously. The method used is to look at the *level of significant* (=0.05). If the significance value is less than 0.05 then H0 is rejected and H1 is accepted. While the formula H0 and H1 are as follows:
H0 : b1 = b2 = 0 , meaning that there is no significant influence between variables X1 and X2 simultaneously on variable Y.
H1 : b1, b2 ≠ 0 , meaning that there is a significant influence between variables X1 and X2 simultaneously on variable Y.

Partial Test (t)
The Partial Test (t) shows how far the independent variable individually explains the variation of this test performed using a significance level of 5%. If the significance value of t < 0.05, it means that there is a significant influence between one independent variable and the dependent variable. If the significance value of t > 0.05 means that there is no influence between one independent variable and the dependent variable.

Coefficient of Determination (R²)
The coefficient of determination is used to find out how much the relationship of several variables in a clearer sense. The coefficient of determination will explain how much change or variation in a variable can be explained by changes or variations in other variables. Colloquially it is the ability of an independent variable to contribute to its dependent variable in percentage units. The value of this coefficient is between 0 and 1, if the result is closer to 0 it means that the ability of independent variables to explain variable variation is very limited. But if the result is close to 1, then the independent variables provide almost all the information needed to predict the variation of the dependent variable.

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RESULTS AND DISCUSSION

Partial Test (t)

Table 1. Partial Test
Coefficients[a]

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.045	.457		.098	.922		
Job Placement	3.762	.454	1.431	8.288	.000	.944	.007
Work Experience	-1.571	.283	-.603	-5.558	.000	.564	.017

a. Dependent Variable: Employee Productivity

Source: SPSS Processing Results Version 23

Based on table 1, above it can be seen that:

a. The Effect of Job Placement on Employee Productivity
   tcount is 8.288 while ttable is 1.711 and significant is 0.000, so tcount is 8.288 > ttable is 1.711 and significant is $0.000 < 0.05$, then H0 is rejected and H1 is accepted and can be interpreted as Job Placement has a partial effect on Employee Productivity

b. The Effect of Work Experience on Employee Productivity
   tcalculate is -5.558 while ttable is 1.711 and significant is 0.000, so tcalculate $-5.558 <$ ttable 1.711 and significant $0.000 < 0.05$, then Work Experience does not have a partial effect on employee productivity, because the value of tcalculate is smaller than the value of ttable.

Multiple Linear Regression Analysis

Multiple linear regression aims to calculate the magnitude of the influence of two or more independent variables on one dependent variable and predict the dependent variable using two or more independent variables.

Table 2. Multiple Linear Regression Analysis Results
Coefficients[a]

Type	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	.045	.457		.098	.922		
Job Placement	3.762	.454	1.431	8.288	.000	.944	.007
Work Experience	-1.571	.283	-.603	-5.558	.000	.564	.017

a. Dependent Variable: Employee Productivity

Source: SPSS Processing Results Version 23

Based on table 2, multiple linear regression is obtained as follows:

Y= 0.045 + 3.762 X1-1.571 X2 + e.

The interpretation of the multiple linear regression equation is:

a. If everything on the independent variables is considered constant then the value of Work Productivity (Y) is 0.045

b. If there is an increase in Job Placement (X1) by 1, then Employee Productivity (Y) will increase by 3,762

c. If there is an increase in Work Experience (X2) by 1, then Employee Productivity (Y) will decrease by -1.571

Concurrent Test (F)

Table 3. Concurrent Test

ANOVA[b]

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8307.858	3	2769.286	829.673	.000a
	Residuals	76.142	46	1.655		
	Total	8384.000	49			

a. Predictors: (Constant), Job Placement, Work Experience

b. Dependent Variable: Employee Productivity

Source: SPSS Processing Results Version 23

Based on table 3, above it can be seen that Fcalculate is 829.673 while Ftabel is 3.40 while the significant level is 0.000, so it can be concluded that the value of Fcalculate = 829.673 > from Ftable = 3.40 and the significant level of 0.000 is far below 0.05 then H0 is rejected and H1 is accepted. Job Placement and Work Experience affect simultaneously on Employee Productivity

Hypothesis Testing
Coefficient of Determination (R^2)

Table 4. Coefficient of Determination

Model Summary[b]

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.995a	.891	.890	1.287	2.308

a. Predictors: (Constant), Job Placement, Work Experience

b. Dependent Variable: Employee Productivity

Source: SPSS Processing Results Version 23

Based on table 4 above, it can be seen that the R Square figure of 0.891 which can be called the coefficient of determination in this case means that 89.1% of Employee Productivity can be obtained and explained by Job Placement and Work Experience. While the remaining 100% - 89.1% = 10.9% is explained by other factors or variables outside the model.

CONCLUSION

The partial test results show that Work Experience is proven not to have a significant effect on employee productivity. These results indicate that there are other variables that were not taken into account in this study. So the next researcher should expand the analysis to include elements of other variables. The adjusted R Square number of 0.891 which can be called the coefficient of determination which in this case means 89.1% of Employee Productivity can be obtained and explained by Job Placement and Work Experience. The researcher should then add other factors or variables outside the model.

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