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EFFECT OF TRAINING AND WORK PLACEMENT ON PERFORMANCE (REGIONAL SERVICE, TRAINING AND EDUCATION AGENCY (BKP2D) – INDRAGIRI HULU REGENCY

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Abstract

One of the important factors in the field of human resources is to adapt and create new changes to produce adequate performance towards organizational goals. To achieve a goal, organizations are required to have competent human resources and are also experts in certain fields so that they are carried out properly and accurately. Based on the needs of the organization, human resources are needed who are trained and are in a place that is in accordance with their fields and expertise. This research was conducted at the Personnel, Education and Training Agency (BKP2D) of Indragiri Hulu Regency. The implementation of this study is expected for 8 (eight) months. This study was to determine the Effect of Training and Work Placement on Performance at the Personnel, Education and Training Agency (BKP2D) Indragiri Hulu. The analytical method used is descriptive quantitative data analysis carried out partially and simultaneously (multiple linear regression analysis with the help of IBM SPSS Statistics program version 23:00) The Result of regression is a positive relationship between training performance and there is also a positive relationship between work placement and performance. The results of the partial test had a significant effect on the performance of the training Personnel, Education and Training Agency (BKP2D) Indragiri Hulu Regency. Partial work placement has a significant effect on the Performance of Regional Personnel, Education and Training (BKP2D) Indragiri Hulu.

Keyword : Training, work placement, Performance official

INTRODUCTION

Currently, competition in the world of work is a challenge that must be passed and experienced by everyone. To be able to work in a company or agency, we must have skills in the field that we will choose. Either in ability or in experience. As human resources, we must be ready to compete in the world of work which is certainly a very difficult challenge for us.

In today's world of work, the demands of companies or agencies are to have quality human resources so that the goals of the company or agency can be achieved properly. Not only qualified, but also highly dedicated, have experience, and can even work with other people.

For companies or agencies to improve human resources is needed in order to run well. There are many ways to improve the performance of employees by companies or agencies such as conducting training for employees and also placing them in accordance with the skills or fields possessed by employees.

The Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu is a government agency in the field of personnel, training and education which is organized to

improve the performance of prospective employees. BKP2D itself has employees who work and work in accordance with predetermined fields. Each field has its own very important role to help work in the BKP2D office.

In this study, the authors conducted research at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu. The number of fields that exist in the BKP2D office of course also has a lot of employees where there are also many employees who work in their respective fields. Training is one of the methods used by agencies to improve employee performance. The training itself is essentially the provision of material in writing or field practice so that employees can understand the duties and work that is done well.

The following is data regarding employee training at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu from 2016 to 2020 as follows:

Table1: Number of trainings conducted by employees at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2016-2020

No	Type of Training	Year (Amount)				
		2016	2017	2018	2019	2020
1	Structural	2	2	2	2	3
2	Functional	1	1	1	1	1
3	latsar	1	1	0	1	3

Sources of the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2020

From the table above, it can be seen that training is carried out regularly every year at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu.

Placement is an activity to decide and place competent people who have passed the selection process in accordance with their respective fields. Because the right placement in the right position can help the company in achieving the expected goals. Placement or assignment can be in the form of placement for new employees or reassignment for existing employees.

The following is data regarding the placement of employees in the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu from 2016 to 2020 as follows:

Table2: Number of Employees according to Work Placement at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu 2016-2020

NO	Job Placement	Year (Person)				
		2016	2017	2018	2019	2020
1	Secretariat	6	6	6	7	7
2	Planning, Development and ASN Retirement Sector	8	9	10	10	12
3	Staff Transfer and Information Sector (INKA)	7	7	7	7	8
4	ASN Education and Training Section	6	7	7	8	8

Sources of the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2020

From the table above, it can be seen that the number of each sector has increased every year at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu.

Regarding performance, the following will be presented in a table regarding the percentage of absenteeism for the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2016-2020.

Table3: Employee Attendance at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2016-2020 with 37 employees

No	Attendance	Year				
		2016	2017	2018	2019	2020
1.	Present	204	202	210	218	223
2.	Outstarion	127	125	130	135	137
3.	Mutation	98	95	101	103	98
4.	Routine	95	90	89	95	97

Sources of the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu in 2020

From the table above, it can be seen that the annual employee attendance rate is quite high at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu.

LITERATURE REVIEW AND HYPOTHESES

Performance

Performance is the appearance of a person's work in the form of quality or quantity in an organization. Performance can be the appearance of individuals as well as employee work groups. (Iskandar, 2019)

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as standards of work results, targets or targets or performance that has been determined in advance and mutually agreed upon. (Wiandari & Darma, 2017).

Based on the understanding of performance above, it can be interpreted that employee performance is closely related to the results of one's work in an organization, the results of the work can involve the quality, quantity, and timeliness of employee performance not only influenced by ability and expertise at work, but also strongly influenced by enthusiasm work.

Performance in an organization or institution is a measure of how efficient and effective the organization is in achieving the goals that have been set and performance is one of the inseparable elements in an organizational institution, be it government institutions or private institutions field (Iskandar et al., 2019) Employee performance is a very important factor in an organization's efforts to achieve its goals, thus the organization is required to carry out various activities to improve employee performance. Performance can also be measured based on abilities, skills, knowledge, and experience. The influence of employee performance is very large in determining the development of an organization, for it is important to encourage employees to work well so that they can improve work performance and achieve organizational goals.

Training

Training is a series of individual activities in systematically increasing skills and knowledge so that they can have professional performance in their fields. Training is a learning process that allows employees to carry out current work according to standards. (Widodo, 2015).

Based on the understanding of training according to experts, it can be concluded that training has the aim of increasing the ability of employees which consists of several types of indicators, namely skills, knowledge, and psychomotor to help achieve the goals of a job or organization.

Job Placement

Employee placement is a follow-up to the selection, namely placing the accepted employee

candidate (passing the selection) in the position/job that requires it and at the same time delegating authority to that person.(Tjuju, 2016)

Based on the above definition, it can be concluded that placement is a human resource policy to determine a person's position.

Framework

The framework of this thought can be seen in Figure 1 below:

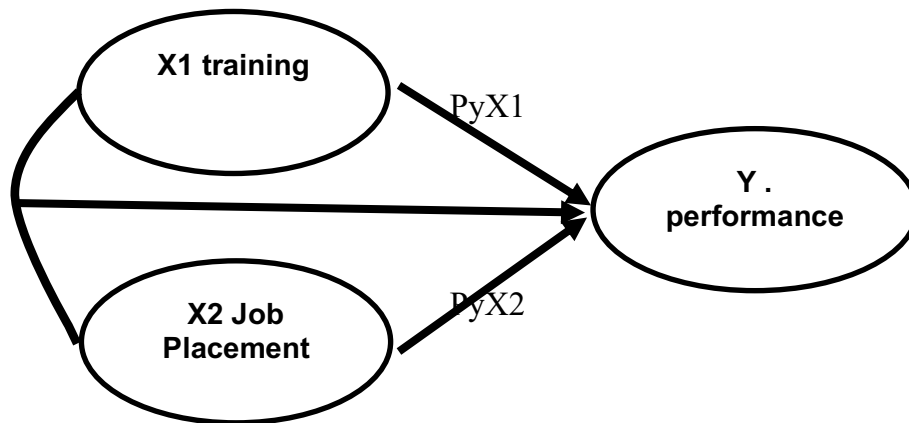


Figure 1: Thinking Framework
Source: Developed by Researchers in this Research

Research Hypothesis

Referring to the framework of thought, this research has the following hypotheses:

1. It is suspected that training and job placement simultaneously affect the performance of the Regional Education and Training Personnel Agency (BKP2D) Indragiri Hulu.
2. It is suspected that the training partially affects the performance of the Regional Education and Training Personnel Agency (BKP2D) Indragiri Hulu.
3. It is suspected that job placement partially affects the performance of the Regional Education and Training Personnel Agency (BKP2D) Indragiri Hulu.

RESEARCH METHODS

This research belongs to the type of descriptive research, according to Arikunto (2010: 234). The approach method used in this research is a quantitative method, namely research that describes the Effect of Training and Job Placement on Performance at the Regional Personnel, Education and Training Agency (BKP2D) Indragiri Upstream which is then analyzed by comparing Training, and Job Placement to Employee Performance.

Descriptive analysis, analyzes the data obtained in the field based on reality and compares it with the theories contained in the agency.

Quantitative analysis, is analyzed using multiple linear regression analysis equations. That is an analysis to see how far the Effect of Training and Job Placement on Performance at the Regional Personnel, Education and Training Agency (BKP2D) Indragiri Hulu.

Data processing and analysis were carried out using the computer program SPSS (Statistical Package for Social Sciences) version 23.

The population referred to in this study is the total number of employees at the Regional Personnel, Education and Training Agency (BKP2D) Indragiri Hulu, totaling 37 people.

RESULTS AND DISCUSSION

X1 . Variable Validity and Reliability Test

The results of the validity and reliability test of the instrument concluded that, for the variable level of training (X1) from the validity test, it turned out that the Corrected item-total Correlation (count) value was greater than rtable, which was $0.882 > 0.3246$ and for reliability, it turned out that the correlation coefficient value of Cronbach's Alpha of 0.931, which is greater than the rtable of 0.60. Thus it can be concluded that the instrument is valid and reliable.

X2 . Variable Validity and Reliability Test

The results of the validity and reliability test of the instrument concluded that, for the variable level of work placement (X2) from the validity test, it turned out that the Corrected Item-Total Correlation (rcount) value was greater than rtable, which was $0.909 > 0.3246$ and for reliability it turned out that the Cronbach's correlation coefficient value Alpha of 0.911 is greater than rtable of 0.60. Thus it can be concluded that the instrument is valid and reliable.

Test the validity and reliability of the variable Y

Corrected Item-Total Correlation(rcount) is greater than rtable, which is $0.798 > 0.3246$ and for reliability it turns out that the Guttman split-half correlation coefficient value of 0.871 is greater than rtable of 0.60. Thus it can be concluded that the instrument is valid and reliable.

Linear Regression Test Results

The linearity test can be seen in the following table:

Table 4: X1 . Linearity Test

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Performan ce * Training	Between	(Combined)	194.176	16	12.136	17,692	.000
	Groups	linearity	159,097	1	159,097	231,937	.000
		Deviation from	37,079	15	2,339	3.409	.006
		Linearity					
Within Groups			13,719	20	.686		
Total			207,895	36			

Source: SPSS Output Processed Data Version 23.00

Table 5: X2 . Linearity Test

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Performan ce * Work Placement	Between	(Combined)	174.580	16	10,911	6.550	.000
	Groups	linearity	151,240	1	151,240	90,794	.000
		Deviation from	23,339	15	1.556	.934	.546
		Linearity					
Within Groups			33,315	20	1.666		
Total			207,895	36			

Source: SPSS Output Processed Data Version 23.00

Table 6: Results of Multiple Linear Regression Analysis

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.421	.680		.620	.539		
	Training	.320	.080	.537	3.985	.000	.301	3.326
	Placement_Work	.298	.099	.404	2,994	.005	.301	3.326

a. Dependent Variable: Performance

Source: Data Processed Output SPSS Version 23.00

Based on the table above, the following regression equation can be obtained:

$$Y = 0.421 + 0.320 X1 + 0.298 X2$$

The constant coefficient value (a) is 0.421, this means that if the value of Training (X1) and Job Placement (X2) is equal to zero, then the level or magnitude of performance (Y) is 0.421.

The value of the coefficient X1 = 0.320 means that if Training (X1) increases by one unit, while the Job Placement variable (X2) remains, then Performance will increase by 0.298 and vice versa if Training (X1) decreases by one unit, while the Job Placement variable (X2) remains, the performance (Y) will decrease by 0.320.

The coefficient value X2 = 0.298 means that if Work Placement (X2) increases by one unit, while the Training variable (X1) remains, the Performance level will increase by 0.320 and if Work Placement (X2) decreases by one unit, while the Training variable (X1) remains then Performance (Y) will experience a decrease of 0.298

t test results

Level of significant (α): = 0.05

$$\begin{aligned} t_{table} &= /2 : (n-2) \\ &= 0.05/2 : (37-2) \\ &= 0.025 : 35 \\ &= 2.43772 \end{aligned}$$

Table 7 : t test results

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.421	.680		.620	.539		
	Training	.320	.080	.537	3.985	.000	.301	3.326
	Placement_Work	.298	.099	.404	2,994	.005	.301	3.326

a. Dependent Variable: Performance

Source: Data Processed Output SPSS Version 23.00

Based on the calculation results as shown in Table 7, it is stated that the value of $t_{count} X1 > t_{table} = 3.985 < 2.43772$ so that H_0 is accepted and H_a is rejected, which means independent variable (X1) Training partially has a significant effect on the performance variable (Y).

Furthermore, the value of $t_{count} X2 > t_{table} = 2,994 < 2.43772$ so that H_0 is accepted and H_a is rejected, which means that the independent variable (X2) partially has a significant effect on the Performance variable (Y).

Coefficient of Determination Test (R²)

The coefficient of determination shows how many percent of the variation (up and down) the dependent variable can be explained or explained by the variation of the independent variable. This can be seen from the model summary generated using SPSS as follows:

Table 8 : Coefficient of Determination (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.902a	.814	.803	1.06572	2.433

a. Predictors: (Constant), Job Placement, Training

b. Dependent Variable: Performance

Source: Data Processed Output SPSS Version 23.00

From the table above, the coefficient of determination (R²) is $0.803 = 80.3\%$. Then it can be obtained information that performance can be explained by variations in changes in independent variables (Training and Work Placement) of 80.3%, while the remaining 19.97% is explained by other variables outside the study.

CLOSING

Based on the results of the analysis and discussion that has been carried out, it can be concluded that: (1) The training variable has a positive and significant effect on performance at the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu. (2) The Job Placement variable has a positive and significant effect on the Performance of the Regional Personnel, Training and Education Agency (BKP2D) Indragiri Hulu. (3) Performance can be explained by variations in changes in independent variables (Training and Work Placement) of 80.3%, while the remaining 19.97% is explained by other variables outside the study.

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