The Effect of Employee Placement and Work Discipline on Employee Performance at PAM Tirta Kamuning, Kuningan Regency

Zihan Fadila Septiani[1], Edy Hartono[2], Sandi Nasrudin Wibowo[3,*)]
Faculty of Economic, Universitas Swadaya Gunung Jati, Cirebon, Indonesia[1,2,3]
zihanfadial@gmail.com[1], edy.hartono@ugj.ac.id[2], sandi.nwibowo@ugj.ac.id[3,*)]
*)Corresponding author

ABSTRACT
This study aims to determine the effect of employee placement and work discipline on employee performance. The type of research used is quantitative research. And using the associative method to determine the relationship between employee placement variables and work discipline on employee performance. The subjects of this study amounted to 182 people, so the determination of the sample in this study used probability sampling with the slovin technique so that a sample of 65 people was obtained. With the aim of respondents being division heads, branch heads, and staff on duty at PAM Tirta Kamuning, Kuningan Regency. The instrument uses 5 Likert scale. The analysis used is multiple regression test to find out how much influence employee placement and work discipline have on employee performance, with the help of SPSS 22.0 for Windows.3,570. Work discipline has a positive and significant effect on employee performance with a significant value of 0.000 and t count of 5.584. Employee placement and work discipline together have a significant effect on employee performance with a significant value of 0.000 and f count of 77.950.

INTRODUCTION

The company is a place to gather people called employees or employees whose function is to carry out household activities for the company's production. Employees or employees are the most important element in determining the progress and retreat or good and bad of a company.(Mangkunegara, 2017) Performance is the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements.

Company Regional Public or Perumda Water Drinking (PAM) Tirta Kamuning, Kuningan Regency, having its address at Jl. RE Martadinata, No..527 Ancaran-Kuningan is a regional company engaged in the distribution of clean water for the community. As a company that prioritizes service and customer satisfaction, PAM Tirta Kamuning prioritizes its strategic goals on improving company performance.

However, based on the results of the research that there is still a phenomenon or problem that shows the performance of employees at PAM Tirta Kamuning, Kuningan Regency, it is still considered not optimal. There is still low responsibility for each employee, work that cannot be completed on time and the high level of customer complaints that arise related to clean water services. Study Siahaan & Bahri, (2019) and Linda Suprihatin, (2019) say that partially the employee placement variable has a positive

and significant effect on employee performance. There is a positive influence on performance. Suryani & Zakiah, (2019) said that work discipline has a positive and significant effect on employee performance.

LITERATURE REVIEW

Employee Placement
Sondang Siagian, (2019) explains that a person obtains status as an employee and is placed in a certain position to carry out certain tasks or jobs, whether new employees or old employees need to be selected. a process that refers to and is measured over a certain period of time based on pre-determined terms or agreements. (Hasibuan, 2016) argues that employee placement is a follow-up to the selection, namely placing the candidate employee who is accepted (passing the selection) in the position or job that requires it and at the same time delegating authority to that person.

Work Discipline
Handoko,(2016)argues that work discipline is a force that develops within the employee's body and causes employees to conform voluntarily to regulatory decisions, and high values of work and behavior. Singodiemdjo, (2019) stated that work discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him.

Employee Performance
(Edison, 2019)argues that performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions or agreements.(Indrasari, 2017) argues that performance is a set of results achieved and refers to the act of achieving and carrying out a requested job.

Hypothesis
H1: There is a positive and significant effect between employee placement on employee performance at PAM Tirta Kamuning.
H2: There is a positive and significant effect between work discipline on employee performance at PAM Tirta Kamuning.
H3: There is a positive and significant effect between employee placement and work discipline together on employee performance at PAM Tirta Kamuning.

RESEARCH METHODS

This study aims to determine the effect of employee placement and work discipline on employee performance. The type of research used is quantitative research. And using the associative method to determine the relationship between the variables of employee placement and work discipline on employee performance. The subjects of this study amounted to 182 people, so the determination of the sample in this study used probability sampling with the slovin technique so that a sample of 65 people was obtained. This study focuses on the relationship between employee placement, work discipline and employee performance.
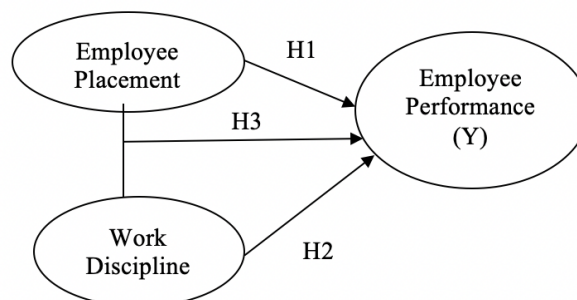
Source: Research Results (2021)

Fig 1. Research Concept Framework
RESEARCH RESULT

Validity test
a. Employee Placement
By using respondents as many as 65 people, then the rtable can be obtained. The calculation is df = 65 – 2 = 63. So df = 63, then rtable for a significance level of 5% = 0.05 is 0.244. The statement item is said to be valid if rcount > rtable.

Table 1
Employee Placement

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	37.0462	25,326	.639	.852
X1.2	37.0308	26,312	.589	.856
X1.3	37.1231	24,953	.643	.851
X1.4	36.7538	30,470	-.044	.888
X1.5	36.7538	24,157	.735	.844
X1.6	37.0000	24,406	.693	.847
X1.7	37.0308	23,343	.754	.842
X1.8	37.0154	23,234	.701	.846
X1.9	36.6923	29,498	.093	.883
X1.10	37.0462	24,701	.625	.852
X1.11	36.9692	24,655	.686	.848

That of the 11 statements, not all of them can be said to be valid. There are 2 variables that are declared invalid in statements 4 and 9. The remaining 9 statements are said to be valid because rcount > rtable.

b. Work Discipline

Table 2
Test of Work Discipline Validity

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	32.4769	22003	.639	.848
X2.2	32.3231	22,410	.583	.853
X2.3	32.5231	21,316	.576	.854
X2.4	32.1846	23,872	.435	.864
X2.5	32.4462	20,407	.705	.840
X2.6	32.5692	20,780	.702	.841
X2.7	32.7385	22,321	.554	.855
X2.8	32.6154	21,897	.577	.853
X2.9	32.3077	22,279	.597	.851

That r count > rtable means that all statements for the Work Discipline variable (X2) are valid. So it can be concluded that all the statements of the Work Discipline variable instrument (X2) are valid to be used in the data analysis process.

c. **Employee Performance**

Table 3
Employee Performance Validity Test

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	38.9538	36,763	.622	.849
Y.2	38.8462	36,132	.659	.846
Y.3	39.1077	34,785	.657	.844
Y.4	39.1846	34,840	.642	.845
Y.5	39,0000	36,156	.579	.850
Y.6	39.2308	36,805	.518	.855
Y.7	39.2462	36,876	.521	.855
Y.8	39.1846	35,778	.542	.853
Y.9	39.1538	37,257	.360	.870
Y.10	38.9231	36,666	.599	.850
Y.11	39.1692	36,487	.526	.854

That r count > rtable means that all statements for the Employee Performance variable (Y) are valid. Then it can be concluded that all statements of the instrument variable Employee Performance (Y) are valid to be used in the data analysis process.

Reliability Test
a. **Employee Placement**

Table 4
Reliable Test of Employee Placement

Cronbach's Alpha	N of Items
.868	11

Calculations can be obtained Cronbach's Alpha of 0.868> 0.70 so that the variable Employee Placement (X1) is reliable.

b. **Work Discipline**

Table 1.5
Work Discipline Reliable Test

Cronbach's Alpha	N of Items
.866	9

The calculation can be obtained that Cronbach's Alpha is 0.866> 0.70 so that the Work Discipline variable (X2) is reliable.

c. **Employee Performance**

Table 6
Reliable Test of Employee Performance

Cronbach's Alpha	N of Items
.864	11

Calculations can be obtained Cronbach's Alpha of 0.864> 0.70 so that the variable Employee Performance (Y) is reliable.

Classic assumption test

Table 7
Classical Assumption Test

		Unstandardized Residual
N		65
Normal Parameters, b	mean	.0000000
	Std. Deviation	3.50800493
Most Extreme Differences	Absolute	.104
	Positive	.075
	negative	-.104
Test Statistics		.104
asymp. Sig. (2-tailed)		.076c

The significance value is 0.076 where 0.076> 0.05. This means that Ho is accepted, which means the research data is normally distributed.
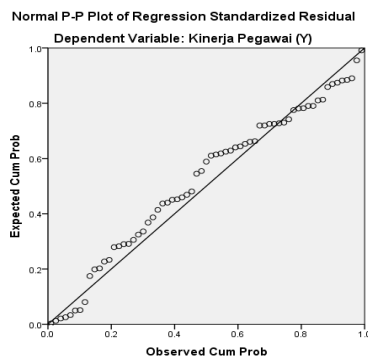

Fig 2. Normal P-Plot of Regression

It can be seen that the points spread around the diagonal line, and the spread follows the diagonal line, so this regression can be said to be close to normal. Then the diagonal regression model is feasible to use for the effect of "Employee Placement and Work Discipline on Employee Performance at PAM Tirta Kamuning Kuningan Regency".

Multicollinearity Test

Table 8
Multicollinearity Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	3,604	3.202		1.125	.265		
Employee Placement (X1)	.426	.119	.353	3,570	.001	.468	2.136

Work Discipline (X2)	.696	.125	.553	5.584	.000	.468	2.136

Tolerance value for variable Employee Placement (X1) and Work Discipline (X2) has a value of 0.468 where the value is > 0.1, and the VIF value is 2.136 where 2.136 <10. Thus, it can be concluded that the regression model does not have multicollinearity, meaning that there are independent variables that are correlated with each other.

Regression Analysis
a. Multiple Linear Regression Analysis

Table 9
Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,604	3.202		1.125	.265
	Employee Placement (X1)	.426	.119	.353	3,570	.001
	Work Discipline (X2)	.696	.125	.553	5.584	.000

1. The constant value is 3.604, meaning that if there is no change in the value of Employee Placement and Work Discipline, then the value of Employee Performance is 3.604.
2. The value of the Employee Placement regression coefficient has a value of 0.426, meaning that if the Employee Placement value has increased by 1, then Employee Performance will increase by 0.426 units at the constant level. Employee Placement Coefficient is positive which means that there is a positive relationship between Employee Placement and Employee Performance. This shows that the more Employee Placement increases, the more Employee Performance will increase.
3. The regression coefficient value of the Work Discipline variable has a value of 0.696, meaning that if the Work Discipline value increases by 1, then Employee Performance will increase by 0.696 units at the constant level. The coefficient of Work Discipline is positive, which means that there is a positive relationship between the variables of Work Discipline and Employee Performance. This shows that the increasing work discipline will further improve employee performance.

b. Coefficient of Determination Test

Table 10 Coefficient of Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846a	.715	.706	3.56414

Adjusted ValueR Squareof 0.706 indicates that the level of influence of Employee Placement and Work Discipline together on Employee Performance. This is also indicated by the large percentage of the influence of Employee Placement and Work Discipline together on Employee Performance, which is 70.6% and the remaining 29.4% is influenced by other factors outside of the research.

T Uji test

Table 11
Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,604	3.202		1.125	.265

Employee Placement (X1)	.426	.119	.353	3,570	.000
Work Discipline (X2)	.696	.125	.553	5.584	.000

Employee Placement has an influence on Employee Performance. This is evidenced by the value of p-value (sig.t) < 0.05, which is 0.000 < 0.05, and the value of tcount> ttable, namely3,570>1,669. This means that Ha is accepted and Ho is rejected, where employee placement has a significant influence on employee performance.

Work Discipline has an influence on Performance Employee. This is evidenced by the value of p-value (sig.t) <0.05, namely 0.000 <0.05, and the value of tcount> ttable, namely5,584>1,669. This means that Ha is accepted and Ho is rejected, where work discipline has a significant influence on employee performance.

F-Test Results

Table 12
F-Test Results

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1980,410	2	990,205	77.950	.000b
	Residual	787,590	62	12.703		
	Total	2768.000	64			

F count is 77.950 and significant is 0.000. The calculated F is then compared with the F table which is calculated at the numerator df free degree (df numerator) of 2 and the denominator free degree (df denominator) of 63 at the 0.05 level whose value is3.14. It seems very clear that the value of F-count> F-table is 77.950>3.14, so it can be concluded that there is an influence of employee placement and work discipline on employee performance.

CONCLUSION

Based on data analysis and research results regarding the effect of employee placement and work discipline on employee performance at PAM Tirta Kamuning Kuningan Regency, the researchers can conclude that:
1. There is a positive and significant effect between employee placement variables on employee performance variables. This means that the higher the placement of one's employees, the higher the employee's performance at PAM Tirta Kamuning, Kuningan Regency.
2. There is a positive and significant effect between work discipline variables on employee performance. This means that the higher one's work discipline, the higher the employee's performance, on the contrary, the lower the employee's work discipline, the lower the employee's performance.
3. There is a positive and significant influence jointly between the variables of employee placement and work discipline on employee performance. This means that the placement of employees and work discipline will have a real impact on employee performance.

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