

THE INFLUENCE OF WORK MOTIVATION, COMPETENCE AND PLACEMENT ON EMPLOYEE PERFORMANCE AT PT ALFASCORPII

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ABSTRACT

The aims of this studies was to determine the effects of work motivation, competence and placement together on the performance of employees at PT Alfascorpii. This research was conducted using quantitative techniques. The research sample used 165 respondents to all PT Alfascorpii employees in the 2022 period by applying the saturated sample technique. Questionnaires are used as data collection techniques. Based on the result, work motivation, competence, and work placement affect employee performance by 69.7%. Based on the results of hypothesis testing, it was found that work motivation, competence, and work placement have a positive and significant effect partially or simultaneously on employee performance at PT Alfascorpii.

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1. INTRODUCTION

Human Resources (HR) is the companies more expensive assets comparing to others asset because HR is the main drivers of the companies organizations. HR must manage optimally, continued and give extra attentions and fulfill their right, beside that HR is an entrepreneur partners achieved organizational goals (Sekartini, 2016). Apart from company, HR also always has improved their competences, in line with development in the globalization era (Pranita, n.d.). In order to compete in business competition, companies require acquired, developing and maintaining the qualities of HR. Human resources as an organizational driver are heavily influenced by the actors of the participants, and their functional roles are very supportive for organizational success (Pongoh et al., 2018).

Human Resources (HR) was a central factors in an organization. Whatever the form and aim, the organizations is made base on visions for the benefits of humans and carried out its missions it's to manage and regulate by human as a strategic resources in institutional and organizational activity (Joni & Hikmah, 2022).

Without humans in a company, it will not be possible for the companies to develop and progress as expected. Success in achieving company goals is large determining by the performance of employees. As stated (Pratiwi et al., 2022) performance is very important in the company's efforts to achieve its goals. In an era of increase fierce business competitions, the performances of employee was requiring to be continued and increased (Purwoko, 2020). One step maintaining the employee performances must be done by evaluate employees performance and carried out a series of improvements in order to always improve the quality of these employees so that the company grow and excel in competitions, or at least must be survived (Sundari, 2021).

Performance as the levels of achievements of a persons or employees at organizations or companies that increasing productivities. There're 2 factors affected employees performances. Internal factors relating with person's characteristic, include the attitude, personalities, characteristics, motivation, ages, genders, educations, work experiences, cultur backgrounds and other personal's variable (Fadilah et al., 2020). External's factor affected the employees performances that comes from the environments, leaderships, co-worker, action, types of training and supervisions, pay systems and social environments (Fadilah et al., 2020).

Motivation have a close relationships with the attitude and behaviors of a person. Attitudes that exist in each individuals interacting with value, emotion, role, social structure and new event, that together emotion must be influence and change by behaviors (Rahayu & Hidayat, 2021). This change in attitudes was possible because the humans mind was a complex forces that must adapted, learns, and proces any and all informations receiving the new change (Daulay & Hikmah, 2020). Motivation must be interprete as a states in a person self so the persons was compelle to carried out an activities

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(Syah et al., 2021). Therefore, motivations have property that can't be separate from humans nature its elf, where human individually has a qualities of selfexistence that vary from one to another (Mulyani & Saputri, 2019). Each individual have a different background and attitudes toward exist stimulation, so the motivations that appear in each individuals is also different. Several ways must be using by leader provided positive motivation to their subordinate, such as appreciations for the works done, special personal award, competitions, participations, pride or satisfactions and material so as improving the employee performances in a companies (Syaleh, 2019).

Improving employee performance can be done by good human resource management, namely through recruitment, education and training as well as evaluating employee performance so that the competencies possessed by employees are better from time to time (Desiana & Saputra, 2020). If employee competencies get better, they can work efficiently, the quality of the products or services they produce is good and the quantity is met, so the company can achieve better goals in the future (Suhardi, 2019). Work placement is also an important process in getting employees who are competent and according to their abilities in achieving company goals. Work placement relates to efforts to ensure that job requirements and organizational characteristics are met match the skills, knowledge and abilities possessed by employees (Syalimono Siahaan & Bahri, 2019). The placements base on the job descriptions that have been determined and guided (Manullang et al., 2020).

2. METHOD

The method in this researches is quantitative. This research includes several tests by distributing questionnaires with the aim of testing the effect of the dependent variable on the independent variable. The population was taken from all PT Alfascorpii employees in the 2022 period, namely 165 employees. The research sample applied the non-probability sampling method, namely a saturated sample where the sample was taken from all members of the population, totaling 165 people. In collecting the data, this study distributed questionnaires.

3. RESULTS AND DISCUSSIONS

Table 1. Validity Test Results

Variable	Item	R Statistic	R table	Description
Work Motivation (X1)	X1.1	0,632	0,153	Valid
	X1.2	0,811		
	X1.3	0,814		
	X1.4	0,541		
	X1.5	0,814		
Competence (X2)	X2.1	0,728	0,153	Valid
	X2.2	0,840		
	X2.3	0,686		
	X2.4	0,501		
	X2.5	0,840		
	X2.6	0,686		
Placement (X3)	X3.1	0,649	0,153	Valid
	X3.2	0,800		
	X3.3	0,790		
	X3.4	0,566		
	X3.5	0,439		
Employee performance (Y)	Y.1	0,837	0,153	Valid
	Y.2	0,699		
	Y.3	0,767		
	Y.4	0,528		
		0,732		

It was found the overall statement for each variable was that $r \text{ count} > r \text{ table}$ (0.153), it was conclude that all of the question items were classified as valid.

Table 2. Reliability Test Results

Reliability Statistics	Cronbach's Alpha	N of Items
Work Motivation	0,770	5

Competence	0,809	6
Placement	0,661	5
Employee performance	0,757	5

In accordance with the test results above, it was concluded that each variable obtained a Cronbach Alpha values exceeding 0.60, so it could be stated that all variables in this studies were reliable.

Table 3. Normality Test Results

Unstandardized Residual		
N		165
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.46279716
Most Extreme Differences	Absolute	.052
	Positive	.052
	Negative	-.051
Test Statistic		.052
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Based on the table above, the Kolmogorov Smirnov test that was carried out found a percentage above 5% or 0.05, so the data is normally distributed because of the Asymp results. Sig is 0.200 > 0.05.

Table 4. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error
1	0,838 ^a	0,702	0,697	1,476

It was found that work motivation, competency, and work placement affect employee performance by 69.7% which can be seen from Adjusted R Square, while the rest are affected by other variables not examined in this study.

Table 5. T Test Results

Model	T	Sig.
1 (Constant)	0,996	0,000
Work Motivation	5,433	0,000
Competence	3,043	0,000
Placement	7,709	0,000

Based on the table above, Work motivation (X1) with t count 5.433 > t table 1.975 (df = n-k = 165-4 = 161) and a significance of 0.00 < 0.05 concluded partially that work motivation has a positive and significant effect on employee performance. Competence (X2) with t count 3.043 > t table 1.975 (df = n-k = 165-4 = 161) and a significance of 0.00 < 0.05 concluded partially that competence has a positive and significant effect on employee performance. Work placement (X3) with t count 7.709 > t table 1.975 (df = n-k = 165-4 = 161) and a significance of 0.00 < 0.05 concluded that partially work placement has a positive and significant effect on employee performance.

Table 6. F Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	828,143	3	276,048	126,648	0,000 ^b
Residual	350,923	161	2,180		
Total	1179,067	164			

Obtained F count 126.648 > F table 2.66 with a significance of 0.000 < 0.05. It is concluded that simultaneously work motivation, competence, and work placement have a positive and significant effect on employee performance.

4. CONCLUSION

Based on the results of the analysis and elaboration that have been discussed, it is concluded

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that: With partially and simultaneously Work motivation, competency, and work placement simultaneously have a positive and significant effect on employee performance at PT Alfascorpii.

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