

## THE INFLUENCE OF PLACEMENT AND WORK ETHIC ON EMPLOYEE PERFORMANCE AT PT. AIRINDO MEDICAL CENTER, JAKARTA

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### ABSTRACT

This study aims to determine the partial and simultaneous effect of placement and work discipline on employee performance at PT. Airindo Sentra Medika Jakarta. The research method that will be used in this study is the associative method with a quantitative approach, using a saturated sample with a total population of all employees of PT. Airindo Sentra Medika Jakarta as many as 60 respondents. The analytical method used in this research is simple and multiple linear regression analysis, coefficient of determination analysis R<sup>2</sup>, and hypothesis analysis t test (partial) and f test (simultaneous). Based on the results of the research, placement has a significant effect on employee performance with the regression equation  $Y = 38.291 + 0.050 X_1$ . Hypothesis test obtained t count t table or  $(0.447 < 1.671)$ . Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between placement on employee performance. Work ethic has a significant effect on employee performance with the regression equation  $Y = 18.389 + 0.556 X_2$ . Hypothesis test obtained t count t table or  $(4.861 > 1.671)$ . Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between work discipline on employee performance. Placement and work discipline have a significant effect on employee performance with the regression equation  $Y = 14.578 + 0.087 X_1 + 0.565 X_2$ . The value of the coefficient of determination is 30.0% while the remaining 70% is influenced by other factors. Testing the hypothesis obtained the value of F arithmetic F table or  $(12,215 > 4.00)$ . Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. This means that there is a simultaneous significant influence between placement and work ethic on employee performance at PT. Airindo Sentra Medika Jakarta. By using SPSS Version 26.

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### 1. INTRODUCTION

The company is a place where the production of goods or services occurs. In a company all the factors of production come together. Starting from labor, capital, natural resources, and entrepreneurship. In another definition, a company is an institution or organization that provides goods or services for sale to the public with the aim of making a profit. Human resources are one of the factors in carrying out company activities and play an important role in improving the company's performance in achieving the goals that have been set. Human resources are required to be able to overcome all challenges and are expected to be able to take advantage of opportunities and be able to meet the demands of needs, especially those that exist or come from the work environment. The company is an organization that has goals to be achieved. The company's activities in achieving these goals require good human resource management so that the company is able to compete well and the human resources it has are able to work more effectively and efficiently.

Human resources are one of the factors that are directly involved in carrying out company activities and play an important role in improving company performance in achieving the goals set. Human resources are required to be able to overcome everything challenges and are expected to be able to take advantage of opportunities and be able to meet the demands of needs, especially those that exist or come from the work environment.

PT. Airindo Sentra Medika is a medical device distributor company engaged in selling medical devices in hospitals as a means of medical examination. PT. Airindo Sentra Medika also provides cooperation with hospitals by providing MRI examination equipment and the hospital only provides a place and experts to operate the MRI device. PT. Airindo Sentra Medika also continues to strengthen its domestic medical device distribution market share, so PT. Airindo Sentra Medika is determined to

become a company that is consistent with maintaining the quality of its human resources so that all aspects needed to support performance can be achieved optimally. Performance is an important component to measure the level of success achieved. In its activities the company must be able to improve performance from time to time. Good performance is able to show an increasing number of achievements and meet good quality work. Being able to take actions that are able to support work optimally, have good self-confidence in completing work, be fully responsible for their duties and obligations. Besides that, employees also have the ability to overcome problems at work so as to increase the company's competitiveness as well.

This is in line with Mangkunegara's theory (2020:75) (1), Refika aditama, Bandung. "In opinion that the work results in quality and quantity achieved by an employee in carrying out their duties are in accordance with the responsibilities given to them".

PT. Airindo Sentra Medika assesses employee performance based on the results achieved by the employees. With a sizable opportunity at PT. Airindo Sentra Medika should have been able to optimize its performance well, but what has happened is that in the last few years the company has been unable to carry out its strategy properly as evidenced by the empirical data that the authors have collected showing fluctuating achievement trends.

Every company must strive so that its employees are able to provide optimal work results, able to realize the goals that have been set. The decline in the performance achievements above, there are several factors which are alleged to be the cause, such as employees who are not in accordance with their work placements and the lack of ethics that exists within employees. Based on the data presented in the table above, the authors suspect that this is due to the inappropriate placement of employees and the low work ethic in complying with the rules made by the company.

According to Tohardi in Priansa (2016: 125) (2), 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 assignment. Based on the definition above, it can be concluded that placement is placing, matching, and comparing the qualifications of employees with the needs and requirements of a position or job.

Placing someone in a position according to their abilities is a real justice that does not treat fellow human beings arbitrarily. Putting someone in a certain position because that person is a relative or friend who is not in accordance with their abilities is an act that is unfair and untrustworthy. Whereas there are other people who are able to carry out and occupy the position. Success in employee placement will involve an important activity, namely selection. Various types or stages of selection that can be passed to be able to determine the suitability of knowledge, skills and abilities of prospective employees with job requirements. Through psychological tests and interviews as well as other test tools can be used as a basis for the placement of employees. Therefore, the two concepts cannot be separated, because an error in the selection will place employees in an inappropriate position.

Another factor that the authors suspect is the cause of the decline in performance is the low employee ethic. Unethical actions (inetoser) will have an impact on the growth of the company's organization. Company regulations are made with the aim that employees can comply with them both on time for work, complying with all existing rules within the company, obedience related to behavior in carrying out their duties and obligations, obedience in upholding legal norms and other rules.

Upholding a work ethic is an important step for the company, because it contains regulations that must be obeyed by employees. Work ethic is expected to make work efficient. Work ethic can be seen as something that has great benefits, both for the benefit of the organization and for employees. The work ethic used in this study is the work ethic which is a view of the way of work of a person, a group or a nation, contains a value system that concerns individual perceptions in carrying out their work. Employees must also have aspects that show a good work ethic, such as work is soul, work is a mandate, work is a calling, work is actualization, work is worship, work is art, work is honor, and work is service.

## 2. LITERATURE REVIEW

### Placement

According to Wilson Wake (2012:159) (3), Defining placement relates to adjusting one's abilities and talents to the work to be done. It is an important manager's job to place people in the right jobs. A person is given a job in accordance with the knowledge, skills and abilities possessed in accordance with the job requirements. Mistakes in placing employees in the right jobs will get bad results.

Selection and placement are steps taken immediately after the recruitment function is implemented. As with the recruitment function, the selection and placement process is one of the most

important functions in human resource management, because whether or not employees are available in the number and quality according to the needs of the organization, whether or not applicants who have passed the recruitment process are accepted, whether or not the placement of a person is appropriate. workers in certain positions, is largely determined by this selection and placement function. If this function is not carried out properly, it will in itself be fatal to the achievement of organizational goals.

According to Sastrohadiwiryono in Priansa (2016: 124) (4), states that placement is the process of giving assignments and jobs to workers who have passed work placements to be carried out in accordance with a predetermined scope, and being able to take responsibility for all risks and possibilities that occur on assignments and work, authority, and responsibility. Placement is the process of assigning or filling positions or reassigning employees to new assignments or positions or different positions. This assignment can be in the form of the first assignment for a newly recruited employee, but can also be through promotions, transfers, and demotions, or even termination of employment.

From the explanation above, it can be concluded that the placement of employees carried out by an agency, both private and public, must be based on the principles of trust and justice carried out by an agency. Placing someone in a position according to their abilities is a real justice that does not treat fellow human beings arbitrarily. Putting someone in a certain position because that person is a relative or friend who is not in accordance with their abilities is an act that is unfair and untrustworthy. Even though there are other people who are able to carry out and occupy these positions. Success in employee placement will involve an important activity, namely selection. Various types or stages of selection that can be passed to be able to determine the suitability of knowledge, skills and abilities of prospective employees with job requirements. Through psychological tests and interviews as well as other test tools can be used as a basis for the placement of employees. Therefore, the two concepts cannot be separated, because an error in the selection will place employees in an inappropriate position.

### **Work Ethic**

In an organization or company, the work ethic is one of the important things that all employees or employees have, both from the lower level to the top management level. This can be seen from employees always prioritizing their attitudes and views in a professional manner, doing all their work well, complying with all company regulations and applicable social norms.

According to Geertz quoted by Khasanah, et al (2013: 5) (5), ethos is a fundamental attitude towards oneself and the world that is emitted by life. Attitude here is described as the principle of each individual who has become his belief in making decisions. Work ethic is attitude, personality, character, character, and self-confidence to achieve better career results or achievements than before.

A high work ethic usually arises because of various challenges, expectations, and possibilities that attract individuals to struggle in facing various situations, even the worst situations. Such situations can make humans work diligently, conscientiously, dedicatedly, and with great responsibility.

According to (Darodjat, 2015:77) (6) said that the work ethic is positive action and the foundation that includes motivation where it can be influence a person, basic spirit, basic thoughts, code of ethics, includes morals as well as behavior and attitudes, aspirations, main characteristics as well beliefs, principles and standards by which they are based.

Based on the above opinion it can be concluded that the work ethic is a standard measure of employee behavior that is used as a reference to assess the extent of the effort as well as a responsibility in carrying out the tasks assigned by an organization.

### **Employee Performance**

An opinion was expressed by Hariandja (2018:55) (7) who stated "Performance is the result of work produced by employees or employees or real behavior that is displayed in accordance with their role in the organization.

According to Wexley and Yukl in Sinambela (2018:8) (8). Performance is an implementation of the balance theory, which says that a person will show optimal performance if he gets benefits and there is stimulation in his work in a fair and reasonable manner. Performance can be optimized through setting clear and measurable job descriptions for each official (employee), so that they understand what their functions and responsibilities are. In this case, Sinambela revealed that a good job description would be the basis for:

- a. Salary determination. Job descriptions will serve as a basis for comparison of jobs within an organization and can be used as a reference for providing fair salaries to employees and as comparative data in competition within the company.

- b. Employee Selection. Job descriptions are needed in the recruitment, selection and placement of employees. In addition, it is also a source for the development of job specifications that can describe the level of qualifications possessed by an applicant in a particular position.
- c. Orientation. Job descriptions can introduce new job duties to employees quickly and efficiently.
- d. Performance assessment. The job description shows a comparison of how an employee fulfills his duties and how the task should be fulfilled.
- e. Training and development. The job description will provide an accurate analysis of the training provided and progress to make career development.
- f. Organizational description and planning. The initial development of the job description suggests where the advantages and disadvantages in accountability. In this case the job description will balance the duties and responsibilities.
- g. Description of responsibilities. Job descriptions will help individuals to understand the various duties and responsibilities assigned to them.

The balance theory above shows that optimal performance will be achieved if there is a sense of justice felt by employees. Furthermore, an employee should also receive stimulation from various related parties in the form of compensation, so that they can be motivated to carry out their duties; and the work carried out must be fair and reasonable, in the sense that among fellow employees there must be fair distribution of tasks and incentives obtained.

### Conceptual framework

Based on the description above, it can be built research framework as follows:

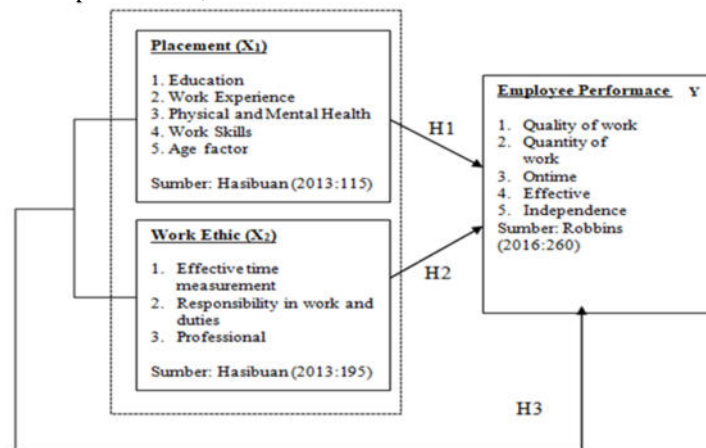


Figure 1. Conceptual framework

### Research Hypothesis

Based on the problem formulation and conceptual framework above, the research hypothesis put forward by the researcher is as follows:

- a. H01 :  $\rho_1 = 0$  : There is no effect of placement on employee performance at PT Airindo Sentra Medika.
- b. Ha1 :  $\rho_1 \neq 0$  : There is an effect of Placement on employee performance at PT. Airindo Medical Center.
- c. H02 :  $\rho_2 = 0$  : There is no effect of work ethic on employee performance at PT. Airindo Medical Center.
- d. Ha2 :  $\rho_2 \neq 0$  : There is an influence of work ethics on employee performance at PT. Airindo Medical Center.
- e. H03 :  $\rho_3 = 0$  : There is no effect of placement and work ethic on employee performance at PT. Airindo Sentra Medika simultaneously.
- f. Ha3 :  $\rho_3 \neq 0$  : There is an influence of placement and work ethic on employee performance at PT. Airindo Sentra Medika simultaneously

### 3. METHOD

The method used in this paper is a survey method. This research was conducted at PT Airindo Sentra Media, Jl. Teuku Nyak Arif, Simprug Gallery No. 10i, South Jakarta. Time This research was carried out for 8 (eight) months starting from December 2022 to July 2023. The research was carried out in

stages according to the level of needs of the authors, starting with the preparation of a research design, preparation of instruments, data collection, data management and analysis, preparation of report drafts, report dissemination and preparation of the final report.

According to Sugiyono (2017: 118) (9) the sample is part of the number and characteristics possessed by the population. The method used in this study is the saturated sample method. Saturated sample method is a sampling technique when all members of the population are used as samples. For this reason, in carrying out this research process, the entire population at PT. Airindo Sentar Medika Jakarta, namely 60 employees. Determination of the sample in this study was carried out with the type of Non Probability Sampling. Non Probability Sampling This type of sample is not randomly selected. Not all elements or elements of the population have the same opportunity to be selected as the sample. According to (9) "Non Probability Sampling is a technique that does not give opportunity or equal opportunity for each element or member of the population to be selected as a sample. The Non Probability Sampling technique chosen is Saturated Sampling, namely the sampling method when all members of the population are used as samples. In this study the sample used is the entire data on the population of employees of PT. Airindo Medical Center Jakarta. The study used a total sample, namely all employees of PT. Airindo Sentra Medika Jakarta with a total of 60 employees.

The primary data source is by distributing research questionnaires to respondents or research samples. The secondary data in this study are journal articles, books, *website* government and *website* validated data relating to the research conducted.

Table 1. Operational Definition of Research Variables

Variable	Definition	Indicator	Size
Placement (X1)	Placement relates to adjusting one's abilities and talents to the work to be done. It is an important manager's job to place people in the right jobs. A person is given a job in accordance with the knowledge, skills and abilities possessed in accordance with the job requirements. Mistakes in placing employees in the right jobs will get bad results (Wilson Wake, 2012)	1. Education 2. Work Experience 3. Physical and Mental Health 4. Work skills 5. Age Factors	Likert
Work Ethic (X2)	Ethos is a fundamental attitude towards oneself and the world that is emitted by life. Attitude here is described as the principle of each individual who has become his belief in making decisions. Work ethic is attitude, personality, character, character, and self-confidence to achieve better career results or achievements than before (Khasanah et al., 2013)	1. Effective time measurement 2. Effective time measurement 3. Professional	Likert
Employee Performance (Y)	Performance is the result of work produced by employees or employees or real behavior that is displayed in accordance with their role in the organization. (Hariandja, 2019)	1. Quality of work 2. Quantity of work 3. Effectiveness 4. Independence	Likert

### Measurement Scale

The scale used in this measurement is the Likert scale. To reduce the impact of bias and the occurrence of concentration of data during analysis, the scale used can be seen in the following table:

Table 2. Scale

No	Question	Score
1	Strongly Agree (SS)	5
2	Agree (S)	4
3	Disagree (KS)	3
4	Disagree (TS)	2
5	Strongly Disagree (STS)	1

Data analysis was carried out by the method Test Instrument Data, Classical Assumption Test, Multiple Linear Regression Analysis, Coefficient of Determination, t test and F test for hypothesis use SPSS software version 26.



### 1. Validity test

The validity test is intended to test whether the statements on each question item on the questionnaire are valid or not. To manage the validity test, researchers used SPSS software version 26 with the following criteria:

- a. If the value of  $r$  count  $>$   $r$  table, then the instrument is declared valid
- b. If the value of  $r$  count  $<$   $r$  table, then the instrument is declared invalid

Table 3. Placement Variable Validity Test (X1)

Statement Points	R-Count	R-Table	Result
Statement 1	0.615	0.252	Valid
Statement 2	0.858	0.252	Valid
Statement 3	0.535	0.252	Valid
Statement 4	0.617	0.252	Valid
Statement 5	0.678	0.252	Valid
Statement 6	0.615	0.252	Valid
Statement 7	0.678	0.252	Valid
Statement 8	0.371	0.252	Valid
Statement 9	0.871	0.252	Valid
Statement 10	0.871	0.252	Valid

The results of data processing can be seen that of the 10 proposed statement items, valid results are obtained because  $r$  count  $>$   $r$  table exists for  $n = 60-1$ , namely  $59 = 0.252$

Table 4 Work Ethic Variable Validity Test (X2)

Statement Points	R-Count	R-Table	Result
Statement 1	0.439	0.252	Valid
Statement 2	0.624	0.252	Valid
Statement 3	0.624	0.252	Valid
Statement 4	0.423	0.252	Valid
Statement 5	0.484	0.252	Valid
Statement 6	0.673	0.252	Valid
Statement 7	0.423	0.252	Valid
Statement 8	0.484	0.252	Valid
Statement 9	0.530	0.252	Valid
Statement 10	0.562	0.252	Valid

The results of data processing can be seen that of the 10 proposed statement items, valid results are obtained because  $r$  count  $>$   $r$  table exists for  $n = 60-1$ , namely  $59 = 0.252$

### 2. Reliability test

Reliability testing is intended to test whether a questionnaire is reliable or reliable or not. According to Ghazali (2019: 47) argues "Reliability is a tool for testing the consistency of respondents' answers to statements in the questionnaire. A questionnaire is said to be reliable or reliable if one's answers to statements are consistent or stable from time to time. As for the criteria or conditions in deciding whether the statement is reliable or not, the following are the provisions:

- a. If the Cronbach Alpha value is  $>$  0.600, then the instrument is reliable.
- b. If the Cronbach Alpha value is  $<$  0.600, then the instrument is not reliable.

Table 5. Independent and Dependent Variable Reliability Test Results

Variable	Cronbach Alpha	Standar CronbachAlpha	Result
Placement (X1)	0,861	0.600	Reliable
Work Ethic (X2)	0,689	0.600	Reliable
Employee Performance (Y)	0,645	0.600	Reliable

Based on the test results, it shows that the variable placement (X1), work ethic (X2), and employee performance (Y) declared reliable, this is evidenced by each variable having a Cronbatch Alpha value greater than 0.600.

### 3. Classical Assumption Test

The normality test is carried out using a probability plot graph where residual variables can be detected by looking at the distribution of the residual points following the direction of the diagonal line, and this is in accordance with the results of the distribution diagram processed with SPSS Version 26 as shown below:

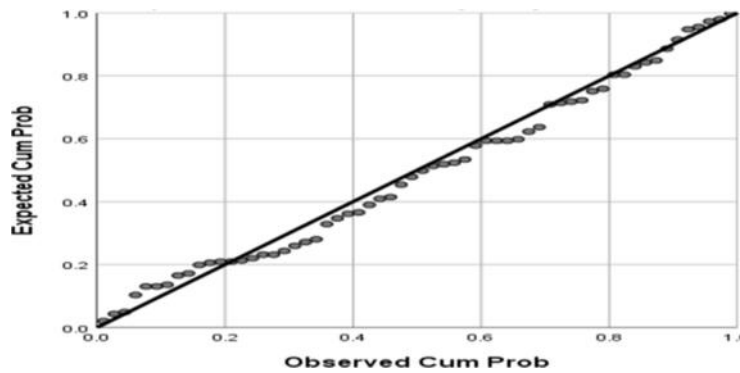


Figure 2 Graph of Normality Test Results

the normal probability plot graph shows a normal graphic pattern. This can be seen from the points that spread around the diagonal line and follow the diagonal line. Therefore it can be concluded that the regression model meets the normality assumption.

### 4. Multiple linear regression test

Table 6 Multiple Linear Regression Test Results Placement Variable (X1) and Work Ethics (X2) on Employee Performance (Y)

		Coefficients <sup>a</sup>				
		Unstandardized		Standardized		
Model	B	Coefficients	Std. Error	Coefficients	t	Sig.
				Beta		
1	(Constant)	14.578	6.117		2.383	.021
	Placement	.087	.094	.103	.927	.358
	Work Ethic	.565	.115	.546	4.914	.000

a. Dependent Variable: employee performance

Based on the results of the regression calculation analysis above, it can be obtained the regression equation  $Y = 14.578 + 0.087 X1 + 0.565 X2$ . From the equation above, it can be concluded as follows:

- 1). A constant value of 14.578 means that if the placement variable (X1) and work ethic (X2) are not considered, the employee's performance (Y) will only be worth 14.578 points.
- 2). Placement value (X1) of 0.087 means that if the constant is constant and there is no change in the work ethic variable (X2), then every 1 unit change in the placement variable (X1) will result in a change in employee performance (Y) of 0.087 points.
- 3). The work ethic value (X2) is 0.565 which means that if the constant is constant and there is no change in the placement variable (X1), then every 1 unit change in the work ethic variable (X2) will result in a change in employee performance (Y) of 0.565 points.

### 5. Coefficient of Determination

Analysis of the coefficient of determination is intended to determine the percentage of the power of influence between the independent variables on the dependent variable. The following is the result of calculating the coefficient of determination processed with the SPSS Version 26 program:

Table 7. Simultaneous Determination Coefficient Test Results Between Placement (X1) and Work Ethics (X2) on Employee Performance (Y)

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.548 <sup>a</sup>	.300	.275	3.45093

a. Predictors: (Constant), Work Ethic, Placement

b. Dependent Variable: Employee Performance

Based on the test results in table 4.19 above, a determination coefficient value of 0.300 is obtained, it can be concluded that the placement and work ethic variables affect employee performance variables by 30.0% while the remaining (100-30.0%) = 70% are influenced other factors that are not researched.

### Hypothesis test

#### a. Partial Hypothesis Testing (t test)

Testing the hypothesis of the Placement variable (X1) and work ethic (X2) on employee performance (Y) was carried out by the t test (partial test). In this study used a significance criterion of 5% (0.05) by comparing the value of t count with t table, namely as follows:

- If the value of t count < t table: means H0 is accepted and Ha is rejected
- If the value of t count > t table: means H0 is rejected and Ha is accepted

As for determining the magnitude of the value of t table searched using the following formula:

T table =  $t_{\alpha,df}$  (Alpha Level x Degree of Freedom)  $\alpha$  = real rate of 5%

Df = n-(k-1), then 60-(2-1) = 59, then t table = 1.671

The criterion is said to be significant if the t count > t table or  $\rho$  value < Sig.0.05. The results of data processing using the SPSS Version 26 program, with the following results:

Table 8 . Hypothesis Test Results (t test) Placement Variable (X1) on Employee Performance (Y)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.291	4.447		8.610	.000
	Placement	.050	.111	.059	.447	.656

a. Dependent Variable: Employee Performance

Based on the test results in table 4.21 above, the value of tcount > ttable or (4.861 > 1.671) is obtained. This is also reinforced by the value of  $\rho$  value < Sig.0.05 or (0.000 < 0.05). Thus, H0 is rejected and Ha is accepted, this shows that there is a significant influence between work ethic on employee performance.

#### b. Simultaneous Hypothesis Testing (Test F)

To test the effect of placement variables and work ethic simultaneously on employee performance, F statistical test (simultaneous test) is carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with F table with the following conditions:

- If the value of F count < F table: means H0 is accepted and Ha is rejected
- If the value of Fcount > F table: means H0 is rejected and Ha is accepted

To determine the size of the F table, look for the conditions df = n-(k-1), then 60-(2-1) = 59 is obtained, so F table = 4.00. The criterion is said to be significant if the calculated F value > F table or  $\rho$  value < Sig.0.05.

Table 9 Hypothesis Results (F Test) Simultaneously Between Placement (X1) and Work Ethics (X2) on Employee Performance (Y)

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	290.925	2	145.46312.215		.000 <sup>b</sup>
	Residual	678.808	57	11.909		



Total	969.733	59
a. Dependent Variable: Employee Performance		
b. Predictors: (Constant), Work Ethic, Placement		

Based on the test results in table 4.22 above, the calculated F value > F table or (12.215 > 4.00), this is also reinforced by the  $\rho$  value < Sig.0.05 or (0.000 < 0.05). Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, this indicates that there is a significant effect simultaneously between placement and work ethic on employee performance at PT. Airindo Medical Center.

#### 4. RESULT AND DISCUSSION

The value of testing the research hypothesis can be described as shown below:

##### a. Effect of Placement (X1) on Employee Performance (Y)

According to Tohardi in Priansa (2016: 125). Stating that placement is placing employees in jobs that are in accordance with their skills or knowledge or in other words the process of knowing the character or requirements needed to do a job assignment. Based on the results of statistical testing that partially variable at PT. Airindo Sentra Medika obtained the value of the regression equation  $Y = 38.291 + 0.050 X_1$ . Hypothesis testing obtained the value of t count < t table or (0.447 < 1.671). Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between Placement on employee performance.

In research conducted by Dira Karlin (2020). The effect of work placement on employee performance at PT Manggala Prima Sejahtera in Jakarta. The results of this research work placement variable obtained an average score of 3.762.

##### b. Effect of work ethic (X2) on employee performance (Y)

According to Singodemejo in Sutrisno (2020: 86) that "Discipline is an attitude of willingness and willingness of a person to obey and comply with the regulatory norms that apply around him". Based on the results of statistical testing that partially variable at PT. Airindo Sentra Medika obtained the value of the regression equation  $Y = 18.389 + 0.556 X_2$ . The hypothesis test obtained by the value of t count > t table or (4.861 > 1.671). Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between work ethic on employee performance. In research conducted by Bachtiar Arifudin Husain (2018) with the title: The Effect of Work Ethics on Employee Performance at PT. Bank Danamon Tbk Bintaro Branch, which resulted in the conclusion that the work ethic has a significant effect on employee performance with an influence contribution of 60.8%.

##### c. The Effect of Placement (X1) and Work Ethics (X2) on Employee Performance (Y)

According to Mangkunegara (2020: 6) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Based on the results of statistical testing that variables simultaneously at PT. Airindo Sentra Medika shows that placement (X1) and work ethic (X2) have a significant effect on employee performance by obtaining a regression equation  $Y = 14.578 + 0.087 X_1 + 0.565 X_2$ . The value of the coefficient of determination or the simultaneous influence contribution is 30.0% while the remaining 70% is influenced by other factors. Hypothesis testing obtained F count > F table or (12.215 > 4.00). Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. This means that there is a significant influence simultaneously between placement and work ethic on employee performance. In research conducted by Agung Anggriawan (2016) with the title Effects of placement and work ethic and on the performance of employees of Perum Bulog regional division of Palu City, which in his research resulted in the conclusion that placement and work ethic simultaneously have a significant effect on employee performance with an influence contribution of 55.5%.

#### 5. CONCLUSION

Placement has a significant effect on employee performance with the regression equation  $Y = 38.291 + 0.050 X_1$ . Hypothesis testing obtained t count < t table or (0.447 < 1.671). Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between placement on employee performance. Work ethic has a significant effect on employee performance with the regression equation  $Y = 18.389 + 0.556 X_2$ . Hypothesis testing obtained t count > t table or (4.861 > 1.671). Thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, meaning that there is a significant influence between work ethic on employee performance. Placement and work ethic have a significant effect on employee performance with the regression equation  $Y = 14.578 + 0.087 X_1 + 0.565 X_2$ . The coefficient of determination is 30.0% while the

remaining 70% is influenced by other factors. Hypothesis testing obtained  $F_{count} > F_{table}$  or  $(12.215 > 4.00)$ . Thus  $H_0$  is rejected and  $H_a$  is accepted. This means that there is a significant effect simultaneously between placement and work ethic on employee performance at PT. Airindo Medical Center.

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