


The Influence of Human Resources Quality, Job Placement, and Competence on the Performance of Employees in the Regional Secretariat Section of PP Aru Regency

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Article Info	ABSTRACT
Keywords: Human Resource Quality, Job Placement And Competency, Employee Performance	This research aims to determine the influence of human resource quality, job placement and competency on the performance of PP Aru District Regional Secretariat employees. The sample in this research was 58 employees of the Regional Secretariat of PP Aru Regency, using a sampling technique, namely the probability sampling method. The analytical method used is multiple linear regression analysis assisted by the SPSS Ver.22.00 test tool. The results of this research show that developing human resource capacity, work placement and competency has a positive and significant effect on the performance of Aru district regional secretariat employees.
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INTRODUCTION

Employee performance in an organization refers to the employee's ability to carry out all the tasks that are his/her responsibility. Hasibuan in (Felix et al, 2023) said that performance is a work result achieved by a person in carrying out the tasks assigned to him/her based on skills, experience, sincerity and time. An employee's performance is said to be good if he/she can complete the tasks given on time, always contributes and has a good attitude and behavior according to the work standards that have been determined by both the organization and the values that apply in the environment in which he/she works. However, sometimes the performance of an organization or agency sometimes does not meet expectations, one of which was experienced by the Regional Secretariat of the Aru Islands Regency.

The Regional Secretariat of the Aru Islands Regency is one of the government agencies located in the Aru Islands. The Regional Secretariat of the Aru Islands Regency according to Perbud No. 8 of 2022 has the task of coordinating the preparation of regional policies, coordinating the implementation of regional apparatus tasks, monitoring and evaluating the implementation of regional policies, administrative services and coaching of state civil servants in regional agencies and implementing other functions given by the Regent related to its duties and functions. In relation to the implementation of its duties and

functions, the performance produced by the Regional Secretariat of the Aru Islands Regency is still not as desired.

After conducting observations, it was found that there were phenomena in the PP ARU Regency Regional Secretariat office which caused the performance to not be as desired, including employees with HR quality that did not match the positions they held, employees who worked not in accordance with their expertise and employee competencies that were still relatively low.

The quality of human resources is related to the quality possessed by the workforce, both in the form of physical abilities, intellectual abilities and psychological abilities. Pasolong (2013:5) states that "The quality of human resources is a workforce that has high knowledge, skill and moral competence". The quality of human resources possessed by an employee will support the running of work and the fulfillment of responsibilities owned by the employee.

Proper job placement ensures that each individual is placed in a position that matches their skills, knowledge, and experience. Employees who are given tasks according to their expertise will be able to complete the tasks better and produce high performance. Conversely, if employees are placed in positions that do not match their qualifications, this can result in frustration, confusion, and even decreased performance. Referring to research conducted by Dira Karlina (2020), job placement has a positive and significant effect on performance. This positive effect means that if the job placement is carried out correctly and is felt to be appropriate by the employee, the performance produced by the employee will increase.

Performance improvement can actually be seen by employees who have the right competencies because they will be able to carry out their duties in a more effective and efficient manner and allow employees to produce higher quality work. Employees with good competencies will be more confident in their work. This self-confidence allows employees to take the initiative more boldly, motivates them to challenge themselves and seek creative solutions to overcome obstacles that arise. The result is that the performance produced by these employees will increase.

This study aims to test and analyze the influence of HR quality on performance at the PP ARU Regency Regional Secretariat, test and analyze the influence of job placement on performance at the PP ARU Regency Regional Secretariat, and test and analyze the influence of competence on performance at the PP ARU Regency Regional Secretariat. The researcher wrote several research hypotheses including:

H1: HR quality has a positive and significant effect on performance.

H2: Job placement has a positive and significant effect on performance.

H3: Competence has a positive and significant effect on performance.

RESEARCH METHOD

In this study, the object of research is the Regional Secretariat of PP ARU Regency, several steps were taken to collect supporting data from several related parties, in conducting research on the Influence of Human Resource Quality, Job Placement, and Competence on the Performance of Employees in the Regional Secretariat of PP Aru Regency.

The data collection technique used in this study was by distributing questionnaires to the objects to be studied in this case the employees of the Regional Secretariat of PP ARU Regency as many as 58 respondents. The Slovin method with Proportionate Stratified random sampling technique. Data collection was carried out by distributing questionnaires using a Likert scale. The analysis tool used in this study was SPSS 22.

RESULT AND DISCUSSION

This study aims to test the influence between the variables of human resource quality, job placement and competence whether it will affect the performance of employees in the PP Aru Regency Secretariat. Based on the research data that has been conducted, the results of the study are as follows

Validity Test

Based on the r table (56) with a level (α) of 0.05, namely 0.258, 38 indicators were declared valid because they had a larger Pearson correlation value.

Reliability Test

In this study, the Cronbach Alpha values were (0.844), (0.768), (0.713) and (0.720) respectively, so it can be said that the variables used in this study are reliable because they have values above 0.70.

Classical Assumption Test

Normality Test

To test whether the data follows a normal distribution, this can be done by looking at the normal probability plot. The normality test in this study is normal because the distribution of the p -plot is in the same direction as the diagonal.

Multicollinearity Test

Based on the VIF results in this study, having a value greater than 1 can be interpreted as meaning that there is no multicollinearity in this study.

Heteroscedasticity Test

From the scatterplot graph, the points are spread randomly both upwards and downwards, so the results of this study can be concluded that there is no heteroscedasticity or is free from autocorrelation.

Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Test

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.237	.158		1,498	.140
	KS	.304	.030	.525	10,179	.000
	PK	.176	.035	.260	5.002	.000
	COM	.303	.038	.385	8,054	.000

a. Dependent Variable: KINP

Based on the results in the table above, the multiple regression equation is obtained as follows:

$$Y = 0.237 + 0.304X_1 + 0.176X_2 + 0.303X_3$$

From the multiple regression equation above shows several things as follows: the constant value obtained is 0.237. For the Human Resource Quality variable, the coefficient obtained is 0.304. For the Job Placement variable, the coefficient value obtained is 0.304 and for the Competence variable, the coefficient value obtained is 0.303.

Hypothesis Testing

Table 1 shows that there is a relationship between the human resource quality variable and the Performance variable with a coefficient value of 0.304. Sig of 0.000 is smaller than 0.05 and t-statistic of 10.179. The hypothesis in this study is accepted. While the results of the hypothesis test on the relationship between job placement variables and performance with a coefficient value of 0.176. Sig of 0.000 is smaller than 0.05 and t-statistic of 5.002, then the second hypothesis in this study is also accepted. In the third hypothesis test regarding the relationship between competence and performance, it has a coefficient value of 0.303. Sig of 0.000 is smaller than 0.05 and t-statistic of 8.054, then the third hypothesis is accepted.

DISCUSSION

The Influence of Human Resource Quality on Employee Performance

The Influence of Human Resource Quality on the Performance of the PP Aru Regency Secretariat Section obtained a t count of $10.179 >$ from the t table value of 2.005 with a significance level of $0.000 < 0.05$, meaning that there is a positive and significant influence between the quality of human resources and employee performance. So it can be interpreted

that employees who work in the PP Aru Regency Secretariat Section have quality human resources that can be said to be qualified when they have the ability to carry out the authority and responsibility given to them, provide mutual support (support) to each other, motivate and maintain high performance in the organization. Hasibuan (2018) explains that human resources are defined as a process of developing, implementing and assessing policies and programs related to individual employees in an organization that aims to improve performance. The results of this study support the research conducted by Kasanuddin (2011), Sitohang (2009), and Ni Luh Putu Eka Yudi Prastiwi, Luh Kartika Ningsih, and Ketut Putri (2022) regarding the Role of Human Resource Quality in Improving Employee Performance, which has a positive and significant relationship.

The Influence of Job Placement on Employee Performance

The influence of job placement on employee performance Section of the Regional Secretariat of PP Aru Regency The calculated t value was $5.002 >$ from the t table value of 2.005 with a significance level of $0.000 < 0.05$, meaning that there is a positive and significant influence between job placement and employee performance.

According to Yuniarsih and Suwatno (2018), employee job placement involves several important dimensions, including academic achievement, work experience, physical and mental health, marital status, and age. They emphasize that proper placement takes into account the employee's educational background, experience, health condition, marital status, and age. In this context, good job placement is expected to improve employee performance and productivity, as well as have a positive impact on the sustainability and effectiveness of the institution or agency concerned. Thus, it can be concluded that based on the results of data analysis, research on employees Section of the Regional Secretariat of PP Aru Regency found that there is a positive and significant influence of Job Placement on Work Discipline. These results show similarities with the views of experts Yuniarsih and Suwatno (2018), Heri Murtiyoko (2021), and research conducted by Ranthi Pancasasti, Aries Pratama Putra, Fitri Nuraisah and Risa Pusvitasari (2022) which underlines the importance of proper placement in improving employee performance and productivity.

The Influence of Competence on Employee Performance

The influence of Competence on employee performance obtained a t count of $8.054 >$ from the t table value of 2.005 with a significance level of $0.000 < 0.05$ meaning that competence has a significant influence on employee performance. So it can be interpreted that the results of this study support the proposed hypothesis and are in line with the research of Krisnawati, NKD, & Bagia, IW (2021) regarding the Influence of Work Competence on Employee Performance, where the results of the study found that competence has a positive and significant influence on employee performance. In addition, research conducted by Yudha Khoirunnizar and Sutopo (2022) found the same thing where there is a positive and significant influence between competence and employee performance.

Competence includes a combination of knowledge, skills, and attitudes needed to perform job tasks well. While employee performance reflects the extent to which the

individual has succeeded in achieving their work goals. Good competence allows employees to complete tasks efficiently and effectively which can support the success of an agency. Competence in the descriptive results of respondents' answers illustrates that Aru Regency Secretariat employees are able to work in accordance with the direction of the leadership, which means that the competence possessed to understand and support the performance directed by the leadership is realized because employees are able to absorb knowledge and understand the specified work goals.

CONCLUSION

Based on the results of the analysis and hypothesis testing that have been discussed in the previous chapter, the author obtains conclusions that can be drawn from the study regarding the Influence of Human Resource Quality, Job Placement, and Competence on the Performance of Employees in the PP Aru Regency Secretariat Section, as follows: The results of the first hypothesis statistical test show that the quality of human resources has a positive and significant effect on performance, in other words, the alternative hypothesis (H_a) is accepted. The higher the quality of human resources owned, the higher the performance of employees in the PP Aru Regency Secretariat Section. The results of the second hypothesis statistical test show that job placement has a positive and significant effect on performance, in other words, the alternative hypothesis (H_a) is accepted. The better the employee's job placement, the higher the performance of employees in the PP Aru Regency Secretariat Section. The results of the third hypothesis statistical test show that competence has a positive and significant effect on performance, in other words, the alternative hypothesis (H_a) is accepted. The higher the competence owned, the higher the performance of employees in the PP Aru Regency Secretariat Section.

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