

The Influence of Job Placement and Career Development on Employee Performance at Bank Sumsel Babel Sub Branch KM 12 Palembang

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Abstract

The purpose of this study was to test whether work placement and career development have a positive effect on employee performance at Bank Sumsel Babel Sub-Branch KM 12 Palembang City. The sampling technique in this study was saturated sampling, which took the entire sample of 25 respondents who were employees of Bank Sumsel Babel Sub-Branch KM 12 Palembang. This research method uses multiple linear regression analysis methods. The results showed that job placement and career development partially and simultaneously had a positive effect on employee performance.

Keywords: job placement, career development, employee performance

1. Introduction

In an organization, the company hopes to experience changes that will lead to progress and development towards the better. The increasingly advanced economic growth results in increasingly complex problems within a company. Getting human resources who are competent and experts in their field is one of them. Many concepts are carried out to get employees who have high skills and professionalism at work.

In Human Resources Management there is a main target, namely the company's efforts to improve employee performance. Employee performance needs to be considered in a company or organization to find out whether the employee's work has been carried out well, namely by evaluating employee performance.

In Human Resources Management there is a main target, namely the company's efforts to improve employee performance. Employee performance needs to be considered in a company or organization to find out whether the employee's work has been carried out well, namely by evaluating employee performance. Performance is something that is obtained both in terms of quality and quantity that is achieved by an employee to carry out their duties in accordance with the responsibilities assigned.

2. Literature Review

2.1 Job Placement

According to Ardana, et al. (2012, p. 84) stated that placements that are not in accordance with educational background can cause a feeling of dissatisfaction in employees and a lack of employee work contribution to the company. Widiantera (2012) stated that employees who were assigned or placed according to their field of education, skills, work experience and interests, employees were seen to feel more satisfied and happier at work.

2.2 Career Development

Career development is very important for a company, because career is a need that must continue to be developed within a workforce, so that it can encourage their willingness to work. Career development must be carried out through growing the career needs of the workforce, creating conditions and opportunities for career development and making adjustments between the two. Career development also really helps employees in analyzing their willingness and interest to grow more adaptable to human resource needs in line with the company's growth and development (Irma, 2017).

2.3 Employee Performance

According to Sedarmayanti (2011), performance is the result of the work of a worker, a management process or an organization as a whole, where the results of this work must be shown in concrete and measurable evidence (compared to predetermined standards). Employee performance in every company is one of the important factors in an organization or company in order to achieve its goals and objectives through the cooperative efforts of a group of people within it, so it can be said that performance is one of the factors that determines the success or failure of a company in achieving its goals.

3. Research methods

So that this research can be carried out more focused and maximally, the author only focuses on the research problems raised only relating to the Influence of Job Placement and Career Development on Employee Performance at Bank Sumsel Babel Sub Branch Km 12, Palembang City.

The type of data in this research is quantitative data . This data can be in the form of numbers or scores and is usually obtained using data collection tools whose answers are in the form of a range of scores or questions that are given weight to employees of Bank Sumsel Babel, Km12 Sub-Branch, Palembang City. The data source in this research is primary data.

Population is a generalized area consisting of objects and subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study were all employees at Bank Sumsel Babel Sub-Branch KM 12 Palembang City, totaling 25 people. A sample is a part of a population that has certain characteristics or conditions that will be studied and is considered to represent the entire population. Sampling in this study used *non-probability sampling* with a *saturated sampling technique* , where the entire sample of population members was taken from a population of 25 people.

4. Findings and Discussions

Persial Test (t test) Job Placement and Career Development Variables

Table 1. Results test partial (test t) job placement variable

Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		

1	(Constant)	9,850	5.121		1,924	,067
	X1	,640	,192	,572	3,343	,003

a. Dependent Variable: Y1

Table 2. Results Test Partial (Test t) Career Development Variables

Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	9,194	7,366		1,248	,225
	X2	,826	,343	,449	2,408	.024

a. Dependent Variable: Y1

Based on table 2 with observe line column t And sig, Can explained as follows:

1) Influence Variable Job Placement (X_1) To Performance Employee (Y)

Where the calculated value of the Work Placement Variable (X1) is greater than the value ttable ($3.343 \geq 2.073$) with a significance level below 0.05, namely 0.003. From From these results it can be concluded that H0 is rejected and H1 is accepted, so it can be proven that variable Job Placement (X1) influential significant on the Employee Performance variable (Y) for employees of Bank Sumsel Babel Sub Branch KM 12 Palembang City.

2) Influence Variable Career Development (X_2) To Performance Employee (Y)

Where the calculated value of the Career Development Variable (X2) is greater than the value ttable ($2.408 \geq 2.073$) with a significance level below 0.05, namely 0.024. From From these results it can be concluded that H0 is rejected and H1 is accepted, so it can be proven that variable Career development (X2) influential significant on the Employee Performance variable (Y) for employees of Bank Sumsel Babel, KM 12 Sub-Branch, Palembang City .

4.3 Simultaneous test (F Test)

Table 3. Results Test Simultaneous (Test F)

ANOVA ^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	62,663	2	31,331	7,943	.003 ^b
	Residual	86,777	22	3,944		
	Total	149,440	24			

a. Dependent Variable: Y1

b. Predictors: (Constant), X2, X1

This test is carried out by comparing the significance of the calculated F value $> F_{table}$ so can interpreted that model regression Already appropriate It means joint influence, by looking at $df1 = (k-1)$ and $df2 = (nk)$ Where k = amount variable free And n = amount sample . So $df1 = (2-1) = 1$ And $df2 = (25-3) = 22$. Results obtained For mark Ftable as big as 4,279 with an error rate 5%.

Based on results testing on table on can seen on mark The calculated F is 7.943 with the table F value being 4.279 so the calculated F value $> F_{table}$ or $7.943 > 4.279$ and the significant level is $0.003 < 0.05$ then H_0 is rejected and H_1 , H_2 is accepted, it can be concluded that the Job Placement variables (X_1) and Career development (X_2) in a way simultaneously influential significant on the Performance of Bank Sumsel Babel Employees, KM 12 Sub Branch, Palembang City.

5. Conclusion

Based on the results of the previous research and discussion, conclusions were drawn, namely:

1. Partially, the work placement variable has a significant effect on employee performance, this is proven by the sig value of $0.003 < 0.05$ and t-count $3.343 > t\text{-table } 2.073$.
2. Partially, the career development variable has a significant effect on employee performance, this is proven by the sig value of $0.024 < 0.05$ and t-count $2.408 > t\text{-table } 2.073$.
3. Simultaneously the Job Placement and Career Development variables have a significant effect on Employee Performance, this is proven by a sig value of $0.003 < 0.05$ and has an f-count value of $7.943 > f\text{-table } 4.279$ so that the Work Placement and Career Development variables simultaneously have a significant effect on the Employee Performance variable.

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