



KAHATEX BANDUNG REGENCY'S EMPLOYEE SELECTION AND PLACEMENT IMPACT

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ABSTRACT

This study aims to look into the effects of employee placement and selection at PT Kahatex in Bandung Regency. Simple random sampling was used in this study's 699-person population, and it produced a sample of 86 participants. The SPSS version 22 program was used to test the hypothesis in this study, which uses descriptive statistical analysis techniques. A significant value of 0.000 0.05 in the F test results indicates that both the selection and placement variables have an impact on employee performance. The t-test reveals that the selection variable only slightly affects worker performance.

Keywords : *the effect of placement and labor, PT Kahatex in Bandung*

BACKGROUND BEHIND THEORETICAL

Wrong just one industry was affected by the pandemic covid-19 in Indonesia: PT.Kahatex Regency Bandung's plywood business. Since it was permitted to resume exporting activities during the pandemic, the corporation made an attempt to enhance activity export in order to carry out operational business functions and offset financial losses. Of course, the corporation needs to be

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backed in this attempt by competent human resources and high-quality products. However, what actually occurred was not an improvement in performance or a higher-quality product; rather, the company experienced a decline as a result of its inability to meet its set goals, which left the market's needs unmet to the furthest extent possible.

The frequently used overtime arrangements are used to fulfill the incompetence aim. However, adoption over time hasn't yet had a positive influence, and aims are still unattainable. In response to that phenomena, the researcher decided to conduct a field study. The findings revealed that some employees appeared to be laughing and conversing with coworkers while work was being done, and that there were also some unemployed people working at the time. From the issue, the researcher surmises that the target selection and implementation of the right person at the right place are still lacking.

The goal of this research is to ascertain how employee performance at PT. Kahatex Regency Bandung is impacted by selection and placement.

According to Hasibuan (2008), a person's performance is the consequence of the labor they put in to completing duties that have been assigned to them and are based on their prowess, experience, earnestness, and timing.

Mangkunegara (2009) argues that performance is work that is accomplished by an employee in carrying out her duties in a way that is in conformity with the obligations assigned to her. which, specifically, quantity, quality, and accuracy time, become unacceptable measures of performance. Thus, it can be concluded that an organization's or company's performance is of the utmost importance, both to both parties' employees and to the employee alone.

Sunyoto (2012) advanced the idea of selecting power. Work is a sequence of activities used to determine if an applicant will be accepted or denied by a given institution after undergoing a number of tests.

According to Rivai (2011), selection is a task carried out in resource management and human resources once the recruitment process has been completed. Matter This indicates that a number of applicants have been gathered who meet the requirements to become employees of the organization. Process Selection is the name given to this choice. Selection procedures are used to determine which applicants will be accepted. Application for a job was the first step in the process,

which ended with the receipt of a decision.

Understanding that activity selection has a significant importance for a corporation is part of the concept given above. If the principles of human resource management are upheld, then the process of hiring will pick workers who can be counted on to later contribute favorably and well for the organization.

Placement involves allocating para workers in certain work roles when an employee is new, according to Rivai and Sagala in Priansa (2016).

Placement, according to Sastrohadiwiryo in Priance (2016), is the process of giving tasks and jobs to employees who successfully complete work placements for events that are held in accordance with the room scope that has been established, and who are able to bear answer danger and possibility that occur on work, authority, and not quite enough answer.

According to the two definitions given above, placement is the act of placing, matching, and evaluating an employee's qualifications against the demands and specifications of a position or job. suitability placement power has a significant impact on improving staff performance that is concerned.

According to Robbins (2001), the following factors have an impact on how candidates are chosen as employees:

1. Physical ability is a requirement for carrying out tasks that call for strength, agility, dexterity, and comparable skills.

2. Personality

According to Robbins (2001), personality is the sum of all the ways that a person responds to and engages with other people. This is most frequently represented in the form of a trait, specifically one that can be tested and demonstrated by someone.

Mangkuprawira (2011) lists the following elements that affect employee placement:

1. Growing business

Business expansion or development conditions that are imposed by the government typically result in the hiring of additional personnel or the advancement of existing ones. identically extremely. This is important because it has an impact on corporate growth and the ability to create new

positions and jobs. Of course, just consider how strongly supported by stability in the social, economic, and political spheres both inside and beyond the nation.

2. Reorganization

If a corporation undergoes a significant restructuring, such as a merger or reorganization, this type of diversified in matter activities personal result will be produced. Mergers with other companies will affect HR tasks like design work, pay, benefits, employee relations, and early retirement plans. The goals are to affect employee decision-making.

3. General economic trends

One effect of the economy's slower growth is that there will be less employment available, which is advantageous for both permanent and temporary employees as well as job seekers. Massive unemployment will be the result of an economic downturn. On the other hand, if the state of the economy as a whole is improving, hiring and selecting new employees will increase.

4. Early retirement program pensions have increased amid a drop in company activity and the slowdown in economic activity. Attrition is the subtraction of employees that results in termination, resignation, pension, diversion from units business, and death.

According to Hartatik (2014), the work of indicator placement includes:

1. Ability

Ability is a competency that belongs to a worker. Knowledge and skills combined to generate the ability to form factors. A worker with advanced knowledge and abilities was expected to have equally advanced abilities.

2. Proficiency

Represents technological procedures in a field that exhibit workmanship that are capable and masterful. Acquired proficiency as a result of training and study. Proficiency is the ability to perform or complete tasks that are technical in nature.

3. Expertise is the capacity for understanding or work in a certain area. intellect, expertise, specialization, and intellect combine to generate skills. Employees that possess skill are competent and thrive in their line of job or knowledge.

According to Mathis and Jackson (2001), there are several factors that affect each individual's performance. The work is:

1. Ability
2. Motivation
3. The fact that they have a job to do
4. Their relationship to the organization

Indicator There are five ways to evaluate an individual employee's performance, according to Robbins (2006).

1. Well-done Work

Employee impression of the quality of the job produced can be quantified, as can task perfection for an employee's skills and abilities.

2. Quantity is the amount that is generated and is described in terms like quantity, quantity units, and quantity cycle activity that is resolved.
3. Accuracy time is defined as level activity completed at the beginning of the specified time, as seen from the corner coordination with results output, and as maximized time for other activity.
4. Effectiveness.

Are organizational resources (people, money, technology, and material standards) used to their fullest extent? The goal is to raise the yield per used source unit. Power.

5. Independence.

Is a level A employee who will carry out the task without assistance from anyone else.

Previous Research Which Applicable

1. Agus Hakri Boking, Yanti Aneta, and Yusran Bone (2020).

Title: Body Research Planning and Development Area Province Gorontalo: Influence Placement Work To Performance Employee

Results: The study's findings indicate that employee performance at the Development Planning Agency and Study Area Province Gorontalo is influenced by placement work.

2. Irvan Trang, Bernhard Tewal, and Endang A Kartodikromo (2017).

Title: Indonesian Celebrities Magic Mer 99 Mega Mr Manado Process Recruitment, Selection, Job Training And Its Effect on Employee Performance CV.

Results: The study's findings indicate that the processes of hiring, choosing, and training employees have a major impact on their performance. The hiring procedure is the most important and impactful component.

3. Nurul Aisha, SE, MM, and Angelia Giovanni (2018). Process recruitment, selection, job training, and its impact on employee performance on a CV. Indonesian Celebs Magic Mer 99 Mega Mr. Manado.

Results: The study's findings indicate that the processes of hiring, choosing, and training employees have a major impact on their performance. The hiring procedure is the most important and impactful component.

METHOD STUDY

Research of this kind is quantitative descriptive research. PT. Kahatex Bandung Regency is the location for research. data on collection methods Direct observation, questionnaires, and scholarly sources are the methods that are employed.

There are 699 participants in this study as a whole. utilizing the sample technique 86 individuals were sampled using simple random sampling. Multiple linear regression and hypothesis testing with SPSS version 22 are the analysis methods employed.

RESULTS AND DISCUSSION

Table 1. Results Test t

Variabel	Sig.	Conclusion
Selection (x1)	0,008	Ha accepted and H0 rejected
Placement (x2)	0,000	Ha accepted and H0 rejected

Source, 2021

Based on Table 1, it is possible to infer the following:

- 1) Selection variable with Sig. 0.008 0.05, suggesting partial variable selection that affects performance.
- 2) Variable placement that has a Sig. 0.000 0.05 level, making it partially influential to performance.

CONCLUSION

The following conclusion can be derived from the study's findings on the "Influence Selection and Placement on Performance Employee on PT. Kahatex Bandung Regency" based on the analysis of the data and discussion of the findings:

1. Test results have demonstrated that the variables Selection and Placement have an impact on the performance of employees at PT. Kahatex Regency Bandung.
2. The results of the testing have shown that Selection No has a Partial influence on employee performance at PT. Kahatex Regency Bandung.
3. The results of the experiment have shown that placement influences employee performance at the PT. Kahatex Regency Bandung in a partial way.

RECOMMENDATION

From a total of 86 respondents, the average response on the selection variable is 3.5 on item X1.2, which indicates that the respondent believes their education is not up to par with their expertise, and 4.4 on item X1.8, which indicates that the respondent believes their physical

condition is sufficient to support their work accomplishment. The researcher believes that the parties involved in PT. Kahatexdalam's selection process should be more selective, particularly with regard to educational background because it can have a significant impact on how employees respond to tasks and how they make decisions.

The lowest response, on a variable placement average, is 3.9 on item X2.5 matter, from a total of 86 responders. The highest average response on item X2.4 is 4.3, which indicates that the respondent has good communication with colleagues and may be subject to the technical constraints mentioned in the preceding clause, such as a lack of understanding of SOP or workflow. This indicates that the respondent still feels that their job is challenging to complete due to various constraints.

Researchers claim that PT. Kahatex can evaluate how implementation placement because if employees fill a position in accordance with their expertise, there is very little chance that they will have trouble accomplishing their goals.

From the facet placement and selection processes carried out at PT. Kahatex, two things that are extremely related. If management makes a poor choice in hiring, a candidate with experience, a history in school that qualifies, support, outstanding physical health, and a decent personality may end up as an employee who is not productive. A good placement must actually fit the candidate's aptitude, technical proficiency, and field of expertise in order to ensure that the employee will be able to contribute positively and more to the business.

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