Effect of Placement Based on Expertise and Work Experience on Employee Work Productivity in PDAM Tirtanadi Branch Tuasan

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ABSTRACT

One of the assets of a company engaged in the provision of clean water infrastructure quality is the Regional Water Company (PDAM) in general taps have a mission which is not the same with other companies. This is caused because a local company taps not only profit-oriented (propit) alone, but the leaders and employees of taps should give a good productivity for the company. Based on the data processing is done the determination test, the coefficient of determination Adjusted R Squar amounted to 0.629. This suggests that the ability of the placement variable (X1) and experience (X2) describes the impact on work productivity variable (Y) on taps Tirtanadi Tuasan Branch of 62.9%. While the rest of 37.1% is the influence of other variables not examined in this study. Based on t test was obtained that reject Ho and accept H1 for placement variable (X1) and experience (X2). Thus, the partial placement and experience a positive effect with significant influence on the level of labor productivity in PDAM Branch Tirtanadi Tuasan. Based on the results of F test, obtained results of the test requirements of the effect that if F count ≥ F table is 31.269≥ 3.32.

1. Introduction

Human resources in the era of globalization marked by rapid changes in various sectors such as global competition, innovation in technology and changes in social culture political environment that will impact on working conditions, both internal and external influence. This also significantly affect human resources.

One of the characteristics of work is to show the world in accordance with the dynamics of the labor productivity of work continue to experience the change that dynamic and static in achieving organizational goals. The goal is to give the organization an effective working unit and to consider appropriate staffing expertise and experience does not always lead to success and achievement is due to environmental conditions are likely to change and planning organizations require their career in the organization continues constantly make adjustments.

Implementation of the system is the placement of employees in an organization is an activity that should be done with care, because with appropriate staffing, the employee in question will determine the scope of work and can carry out the task given to the employee and may be in a defense answer. Placement These officers were made to gain employment in accordance with the what expected both in expertise, an innate ability and experience in the deployment of staff should always pay attention to the principle of the right man in the right place and right man behind the right job this case it's important to remember staffing on a position will affect the implementation of the work.

Principle placement must be carried in consequent it is intended that employees can work in accordance with the specification, specializations each in need of an initial process that starts from the job selection, continue with the job description and job specification subsequent election last man and in accompanied by the placement of the steps of the placement are as follows: jobs basic work first of placement is what job no jobs? if there is a vacancy of jobs are what people in need. for position people one kind can one person to the right job position of an employee how well suited the job will affect the productivity of the employee.

One effective way which is often used in the placement of new employees is a way orientation orientation program intended to promote to the new employees, for example, culture and organizational culture norms adopted up to 3 months in remote -Moved unit so that when later placement of new employees in place can be received by an employee for long.

In carrying out the duties and obligations of all employees and employees without exception are required to produce a good performance productivity Gibson said there are factors that affect the productivity of employees one of which is a factor of skill expertise family background work experience person's social and demographic levels.

Employees are a very important asset in an organization at the agency, employees is considered as valuable assets for employees is the only asset that can not duplicate or in ciplik by another human labor should be always on guard and developed so as to provide output optimal for the company.

According Sodermayanti (2007: 288) in his book of human management that "management success in a good organization engaged in the field of government and organizations engaged in the business (business) is very determined people who live in the human the, that means organization has the power the ability to match the demands in every implementation of activities of the organization to realize the performance and productivity according what is expected."

This is caused by the educational background of employees who will have an impact on improving the knowledge and expertise of employees and will increase the productivity and efficiency of employees in work.

Expertise is a very important asset of employees, with employees who have high skills will grow and developing, for organizations gain employee productivity management needs to conduct business through the development of employees in labor productivity realize highly influenced expertise and experience have, it The expected increase skill or competence and
experience in improving labor productivity. The importance of building and staffing the appropriate expertise and experience close relation to work in determining the success or failure individu career, hence the need for planning the placement of appropriate skills and experience are good for work productivity problem.

Work experience is very important in running and working on a task that is borne by both, and work experience greatly affect employee productivity by having work experience then work productivity even more increased. Experience have someone working in sometimes more appreciated than at the level of the looming education which is high classic proverb says, the experience is a good teacher the most (experience is the best of teacher).

Labor productivity is a mental attitude that always has the view that the quality of life today is better than yesterday and tomorrow better than today this, productivity employees in branch Tirtanadi tuasan taps can be viewed from several factors, including the use of a material the use of workspace usage ingredients.

One of the assets of a company engaged in the provision of facilities and infrastructure of water quality that is the Regional Water Company (PDAM) in general taps have a mission that is not the same as other companies, this is caused because a local company taps not only be profit-oriented (propit) solely however leaders and employees taps should also be able to provide labor productivity is good for the company to continue to develop the productivity of work in rangkasetap earn the trust of its customers as for problems that occur include the lack of effective performance of employees in the review in terms of education are less precise the placement so many employees still have to undergo training before placed at the position which is provided. lack of experience in carrying out the tasks given company as well as their public complaints about the slow handling of problems facing customers Yangdi either dead water, turbidity and odor lancarserta no payment fees are sometimes unstable water.

From the description above, the authors assumed that the placement in terms of expertise and experience and employee productivity are still issues that need to be investigated to determine the level of employee quality diPDAM tuasan Tirtanadi branch in the field of employee productivity.

Previous studies that have challenged the placement in accordance expertise influence on employee performance and experience positive and significant effect of the study Muaja (2017) placement according to expertise (educational background) significant positive effect on improvement of research performance of Lestari (2016) study of the last. Suantara, Musmini, and Herath (2014) found that the professional expertise and experience influential work significantly to the effectiveness of the internal control system of the RB.

2. Hypothesis

The hypothesis is a statement that the provisional estimates or guesses about the relationship between the two variable or more. According Corbetta (2009) hypothesis is a proportion that shows the relationship between two or more concepts or interconnection between concept Swarjana (2012: 39). The hypothesis in this study are:

H₁: There was no relationship between the influence of appropriate staffing expertise and work experience to work productivity of employees in branch Tirtanadi tuasan taps.

H₂: There is a relationship between the influence of appropriate staffing expertise and work experience working in PDAM Tirtanadi terhadapproduktifitas tuasan branch.

H₃: Placement in accordance membership positively bepengaruh significantly to the productivity of employees working in PDAM Tirtanadi

3. Research Result

3.1 Classic Assumption Test

a. Normality Test

Normality test aims to determine the distribution of the data in variables that will be used in research. Normality test is done with graphical analysis views of the points spread diagonal Test line normality using Kolmogorov-Smirnov approach and approach charts with PP test Plot to know whether the data were normally distributed or not. By using a significant 5% or 0.05 then the value Asymp, Sig (2-tailed) significantly above 5% means that the residual variable normal distribution.
By viewing the image Probability Plots can be concluded that the picture above gives approximately normal distribution pattern, whereby the data is spread around the diagonal line.

b. **Test Heteroskedasticity**

This test is used to determine whether or not irregularities Heteroskedasticity classical assumption, namely inequality variants of residuals for all observations in the regression model. The following test results Heteroskedasticity, can be seen in the image below:

The graph above shows that the dots are not concentrated in one place, it shows that the research data do not contain heterokedastisitas symptoms.

c. **Autocorrelation Test**

In this study, the test autokolerasi done using the Durbin-Watson test. There are 6 decision in decision making Durbin-Watson:

- \(0 < \text{DW} < \text{dl}\) : There autocorrelation
- \(\text{dl} \leq \text{DW} \leq \text{du}\) : Can not concluded
- \(\text{du} < \text{DW} < 4\) : No autocorrelation
- \(4 - \text{dl} < \text{c} < 4\) : There autocorrelation
- \((4 - \text{DW}) > \text{du}\) : No autocorrelation

Table 1. Testing autocorrelation

<table>
<thead>
<tr>
<th>Model</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1.643</td>
</tr>
</tbody>
</table>

b. Dependent Variable: Work Productivity

The result of the Durbin-Watson (DW) showed the number of 1.643 whereas the Durbin-Watson table for the "k" = 3 and "N" = 32.Besar dl value (lower limit) of 1.2437 and du (upper limit) of 1.6505. And can be seen if \((4 - \text{DW}) = (4 to 1.643) = 2.357\). By looking at the criteria in the guidelines Durbin-Watson then the value \((4 - \text{DW}) > \text{du}\), it indicates that there is no autocorrelation.

d. **Test Multicolinearity**

This test aims to test whether the models reguresi found a correlation between the variables bebas. Pada good regression models should not happen correlations between variables free. If independent variables are correlated, then this variable is not orthogonal. Orthogonal variable is the independent variable that the correlation between the independent variables are equal to zero.

Table 2. Testing Multicolinearity

<table>
<thead>
<tr>
<th>Model</th>
<th>collinearity Statistics</th>
<th>VIF</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>tolerance</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>.984</td>
<td>1017</td>
</tr>
<tr>
<td></td>
<td>Experience</td>
<td>.984</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity

Based on the table above the tolerance values> 0.10 and VIF <10.00 This suggests that there is no multicollinearity.

### 3.2 Multiple Linear Regression Test

Here are the results of multiple regression test placement (X1) and experience (X2) on work productivity variable (Y) on taps Tirtanadi Tuasan Branch can be seen at 4:17 the following table:

Table 3. Multiple Regression Testing

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>Coefficients standardized</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>31.512</td>
<td>6893</td>
</tr>
<tr>
<td>1 Placemet</td>
<td>.331</td>
<td>.136</td>
</tr>
<tr>
<td>Experience</td>
<td>.448</td>
<td>.271</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity
The coefficient of determination (R²) is used to measure the influence of independent variables are the placement (X1) and experience (X2) on work productivity variable (Y) on taps Tirtanadi Tuasan Branch. The test results of determination (R²) placement (X1) and experience (X2) on work productivity variable (Y), can be seen in Table 5 below:

Table 5. Testing Determination

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
<th>Change Statistics</th>
<th>Durbin-Watson</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.718</td>
<td>.617</td>
<td>.629</td>
<td>3.96123</td>
<td>171</td>
<td>1.643</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Experience, Placement
b. Dependent Variable: Work Productivity

According to the table above were obtained coefficient of determination Adjusted R Square amounted to 0.629. This suggests that the ability variable placement (X1) and experience (X2) describes the impact on work productivity variable (Y) on taps Tirtanadi Tuasan Branch of 62.9%. While the rest of 37.1% is the influence of other variables not examined in this study.

3.6. T test (Test Partial)

T test (statistical test regression coefficient) aims to identify whether the regression coefficients of the explanatory variables (independent variable) significantly influence the dependent variable (dependent variable). Partial test (t) is performed as the basis for accepting or rejecting a hypothesis, testing the causal relationship using t-test. Result testing can be seen in Table 5 below:
According to the table above are obtained then hasilji= t (Partial) as follows:
1. Tcount Variable placement (X1) of 2.441 larger table value of 2.045 or sig. t for placement variable (X1) is 0.021 less than the alpha of 0.05.
2. Tcount to experience variable (X2) is 3.415 bigger with table value of 2.045 or sig.t value for the variable experience (X2), 0.001 less than the alpha of 0.05.

Based on the results obtained then reject Ho and accept H1 for placement variable (X1) and experience (X2). Thus, the partial placement and experience a positive effect with significant influence on the level of labor productivity in PDAM Branch Tirtanadi Tuasan.

3.7. Test-F (Simultaneous Testing)
F-test aims to test the significance of the influence placement (X1) and experience (X2) simultaneously working on productivity (Y) on taps Tirtanadi Tuasan Branch. F test can be seen can be seen in Table 7 below:

Table 7. Test-F (Simultaneous Testing)

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression</td>
<td>93 669</td>
<td>2</td>
<td>53 124</td>
<td>31 269</td>
<td>0.000</td>
</tr>
<tr>
<td>residual</td>
<td>455 050</td>
<td>29</td>
<td>21 213</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>548 719</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity
b. Predictors: (Constant), Experience, Placement

Based on the above table shows that the value of F count = 31.269 with significance (p-value) = 0.000. When compared with F table = 3.32 (obtained from N = 29) and sig. α = 0.05 can be concluded that the F count (31.269) > F table (3.32) and the p-value (0.000) < sig. α = (0.05).

The results of this analysis meets the test requirements the effect that if F count > F table is 31.269 > 3.32, then Ho is rejected, it can be concluded that the independent variables pengalamanmemiliki placement and simultaneous and significant influence on the dependent variable labor productivity.

4. Conclusion
From the results of research on the effect of the placement (X1) and experience (X2) in improving labor productivity (Y) on taps Tirtanadi Tuasan Branch, a number of conclusions, including:
1) Based on the determination test, the coefficient of determination Adjusted R Square amounted to 0.629. This suggests that the ability placement variable (X1) and experience (X2) describes the impact on work productivity variable (Y) on taps Tirtanadi Tuasan Branch of 62.9%. While the rest of 37.1% is the influence of other variables not examined in this study.
2) Based on t test was obtained that reject Ho and accept H1 for placement variable (X1) and experience (X2). Thus, the partial placement and experience a positive effect with a significant degree of influence terhadapprodukturitas kerjapada Tirtanadi Branch Tuasan taps.
3) Based on the results of F test, obtained results of the test requirements of the effect that if F count > F table is 31.269> 3.32, then Ho is rejected, it can be concluded that the independent variables pengalamanmemiliki placement and simultaneous and significant influence on the dependent variable labor productivity.

Reference

Table 6. T-test (Partial)

<table>
<thead>
<tr>
<th>Model</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>4572</td>
<td>.000</td>
</tr>
<tr>
<td>Placement</td>
<td>2.441</td>
<td>.021</td>
</tr>
<tr>
<td>Experience</td>
<td>3.415</td>
<td>.001</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work Productivity
b. Predictors: (Constant), Experience, Placement