

The Influence of Job Descriptions and Job Placements on the Work Performance of Educational Personnel of Indragiri Islamic University

M. Ramli*

Management Study Program, Indragiri Islamic University, Indonesia
ramli11@gmail.com

Edi Susanto

Management Study Program, Indragiri Islamic University, Indonesia
dragoncoach77@gmail.com

Keywords

Job Description, Job Placement, Job Performance.

Abstract

This study aims to obtain information about the relationship between free variables, job descriptions (X1) and job placements (X2), with bound variables, the work performance of educational personnel (Y), at Indragiri Islamic University, both singly and collectively. The population of this study is the entire educational staff at Indragiri Islamic University which amounts to 76 people. Data collection was carried out using the survey method through a questionnaire filled out by respondents. Then the data is analyzed using multiple regression analysis through the SPSS program. From the results of the analysis, the regression equation was obtained: $Y = 14,924 + 0.381X1 + 0.281X2$, it can be concluded that job descriptions (X1) have an effect of 38.1% and job placements (X2) have an effect of 28.1%. Meanwhile, the relationship between dependent and independent variables, namely job description (X1) and job placement (X2) with dependent variables, namely the performance of educational personnel (Y) has a correlation index of 78.0%, meaning that the relationship is very strong. Together, the job description variable (X1) and the job placement variable (X2) had a significant effect on the educational personnel performance variable (Y) with a determination index value of 56.3%, while the remaining 43.7%, influenced by other variables that were not studied in this study.

INTRODUCTION

The world of work has an agenda full of different types of activities that must be completed both individually and in groups in order for the organization or company to function, especially if we work in a larger work organization, such as a company or institution with a large number of employees, before management analyzes what kind of employees are needed, it is necessary to see what is needed from each job in the organization or company through the description detailed work (Alwi and Sugiono 2019; Andi Hepy Susanti 2019; Hasibuan 2014). Job descriptions can be a limiter if they are inaccurate, incomplete, and outdated. When a job description has been designed and

analyzed as an integral part of the organization, it can be an asset that describes the position within the organization and provides an overall view of operations. Thus, it will be easier to formulate a job specification that suits the needs and placement of employees within the company or institution that employs employees (B Isyandi 2004; Handoko Hani T 2008; Istijianto 2005).

An organization must pay attention to job descriptions and job specifications (job specification) if it wants to get employees or employees who are in accordance with the goals of the organization. For this reason, it requires truly reliable human resources in their fields, so job placements must be placed according to their expertise or known as "The right man in the right place the right man in the right job". According to Purnomo quoted in (B Isyandi 2004; Dessler 2010; Panggonti, Syarifuddin, and Buhaerah 2020), "placement is declared a person passed in the recruitment held and declared accepted to be placed in the selected work unit. Placement is determined by passing the candidate's file, passing the written selection test, passing the competency test, passing the interview test and being ready to work.

Higher Education as a center of excellence must obviously reposition in the context of the external environment through restructuring efforts that are well-planned, well-actuated, and well evaluated (well evaluated/controlled) in the frame of the spirit of continuous renewal. The environment of universities is undergoing very rapid changes, globally changes are seen in the form of the development of information based on science and technology. In such a situation, mastery of science by university education personnel will be a prerequisite and basic capital for self-development and organizational efforts in an increasingly competitive situation (Mangkunegara.AP. 2009; Simanjuntak and Raja Saul Marto Hendry 2019).

Based on the description above, problems will arise for employees or educational staff of Indragiri Islamic University (UNISI) Tembilahan, Riau where the job description and job placement factors have not been carried out properly and correctly so that they can affect employee work performance, for this reason, an effort is needed that can improve the work performance of the educational staff of the Indragiri Islamic University (UNISI). From the existing phenomenon, the author is interested in discussing it in more depth which the author poured out in the form of a thesis entitled "The Influence of Job Descriptions and Job Placements on the Job Performance of Educational Personnel of Indragiri Islamic University"

METHODS

The method used in this study is the survey method. Where as is known that survey methods are often found in HR research. Through the collection of data obtained by questioning employees based on a structured list of questions or questionnaires (Etta

and Sopiah 2010).

RESULTS AND DISCUSSIONS

Effect of Job Description and Job Placement on Job Performance

Indragiri Islamic University (UNISI) is a university resulting from the merger of the College of Economic Sciences (STIE) "Sri Gemilang Tembilahan" with the Tembilahan Agricultural Polytechnic. Unisi was established by Tasik Gemilang Foundation in 2008 under the coordination and supervision of the Indragiri Hilir Regency government (ARPAN 2022; Ernis 2018; Veriani and Apriyanto 2021). The birth of the Indragiri Islamic University (UNISI) is based on concern for education in order to provide the widest possible opportunity for the people of Indragiri Hilir Regency to receive higher education in their own daerah at the lowest possible cost, which has been initiated by the local government together with Indragiri Hilir scholars and scientists as founders. In order to welcome free competition in the era of globalization, it is considered necessary to have the presence of a university such as the Indragiri Islamic University (UNISI) to support the development and improvement of the quality of human resources in Indragiri Hilir which is still considered lagging behind other regions. Where Indragiri Islamic University (UNISI) as a university is an institution that has a very broad or macro role in developing the quality of quality resources (Apriyanto, Yulianti, and Marlina 2022; Ramli and Apriyanto 2020).

To prove the correctness of the allegations on whether there is an influence of job descriptions and job placements on the work performance of the educational staff of Indragiri Islamic University, data collection was carried out using the help of research questionnaires. The characteristics of respondents based on the level of education can be seen that the qualifications or level of education of the respondents, based on the level of high school education equivalent to 9 people or as many as 11.84%, with a Diploma III / D3 education level of 6 people or 7.89%, with an S1 education level of 56 people or 73.68%, with an S2 education level of 4 people or 5.26%, while employees or employees with other levels of education are 1 person 1,32%.

In this research, the results of testing the research hypothesis were obtained which stated that "There is a positive influence of the job description variable on the work performance of the educational staff of the Indragiri Islamic University is proven to be correct. This is indicated by the magnitude of the regression coefficient of 0.381 and the sinignify of 0.00 less than alpha 5%. ($0.00 < 0.05$) (Apriyanto 2022; Melisa and Apriyanto 2020).

Thus, the results of the study support the research conducted by Simanjuntak and Raja Saul Marto Hendry (2019) in the journal *The Effect of Job Description and Job Placement on Employee Work Effectiveness at the Labuhanbatu District Rank Sub-*

district Office, it was found that Job description has a positive and significant effect on work effectiveness (Apriyanto 2021). Based on the results of data processing, it was obtained that the calculated value of the job description variable was compared with the ttable value, namely $(3,547 > 1,697)$ at a significant level of $0.001 < 0.05$, it can be concluded that the Job description variable partially has a positive and significant effect on the work effectiveness of employees of the Labuhanbatu District Sub-district Office (Apriyanto et al. 2017; Apriyanto, Fikri, and Azhar 2021; Azhar et al. 2020).

The job description has a regression value of 0.381. This means that the work performance of employees or employees of The Islamic University of Indragiri (UNISI) Tembilahan, Riau is positively influenced by the job descriptions of its employees. If the job description of an employee or employee of the Islamic University of Indragiri (UNISI) Tembilahan, Riau is high, the employee's work performance will be high (Apriyanto et al. 2022; Azhar, Fikri, and Apriyanto 2023).

The Effect of Job Placement on the Work Performance of Education Personnel

The results of testing the research hypothesis which states that "There is a positive influence of the job placement variable on the work performance of the educational staff of the Indragiri Islamic University are proven to be true. This is indicated by the magnitude of the regression coefficient of 0.281 with a significant 0.01 smaller than alpha 5% ($0.01 < 0.05$).

In line with the research conducted by Alwi and Sugiono (2019) conducted in the journal *The Effect of Recruitment, Job Placement and Compensation on Employee Performance of PT Indoturbine Central Jakarta*, with the results of the study showing that job placement has a positive and significant effect on the performance of PT Indoturbine Central Jakarta employees. This reflects that the more appropriate the job placement system implemented in the company, the better the performance of the company (Apriyanto et al. 2023; Azuz et al. 2022; Mustofa, Bakce, and Apriyanto 2022). Conversely, the more inappropriate the job placement system implemented in the company, the worse the performance of employees of the company.

CONCLUSION

Based on data analysis, interpretation of research results, and discussions that have been submitted previously, several conclusions can be put forward from the results of this study as follows:

The job description variable has a positive and significant influence on the work performance of the educational staff of the Indragiri Islamic University. The job placement variable has a positive and significant influence on the work performance of the educational staff of Indragiri Islamic University.

The variability of job descriptions and job placements together has a positive and significant impact on the work performance of the educational staff of Indragiri Islamic University.

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