

# The Effect Of Placement And Work Load On Work Motivation And Its Impact On Employee Work Performance At Labor And Population Mobility Agency Of Aceh Province, Indonesia

Julia Anita, Nasir Aziz, Mukhlis Yunus

**Abstract:** The purpose of this study was to determine the effect of placement and work load on employee work motivation in labor and population mobility department of Aceh. With a total population of 270 people and a total sample of 161 people, where the sample is obtained by reference to a number of Slovin formula that taken by stratified random sampling technique. The data analysis tool used is Path Analysis. Value of the correlation coefficient (R) of 0.815 in this study in which the value is a relationship between the independent variable with the dependent variable of 81.5% meaning that placement and work load related to work motivation and work performance of the employees in labor and population mobility of Aceh. Meanwhile, the coefficient of determination ( $R^2$ ) obtained a value of 0.663 means that 66.3% of the changes in the dependent variable (work motivation and work performance) can be explained by the factors of placement and work load. The placement and work load just could not increase the employee work motivation, but it can be increase the work performance through work motivation. The results of statistical calculations both partially and simultaneously showed that placement, work load and work motivation have a significant effect on employee work performance in labor and population mobility department

**Keywords:** Placement, Work Load, Work Motivation, and Work Performance

## INTRODUCTION

Human resource development is a process of improving the quality or ability of a human being in order to achieve national development goals, which include planning, development and management of human resources (Notoadmojo, 2003), because it required each organization to be more proactive in improving the quality of its members and stimulate them in order to do their job properly in accordance with their respective fields. Office of Employment and Population Mobility Aceh is the agency that handles manpower and transmigration that were in place up to now has 270 full time employees consisting of various characteristics of groups and positions. Phenomenon that has been observed in the author's office and the Department of Labor mobility Acehnese include staffing that is not in accordance with the demands of job and educational background, so as not to meet the capacity capabilities accordingly. There is a field / work units that seem to always be filled with work, but there are also other areas where employees are often seen sitting relaxed than working. If it continues to negatively impact the successful achievement of the agency. Based on the phenomenon that occurs, the authors are interested in further exploring the title above.

The purpose of this study is as follows:

1. Effect of placement toward employee work motivation in the Labor and Population Mobility Department of Aceh.
2. Effect of work load toward employee work motivation
3. Effect of placement and work load toward employee work motivation Effect of placement towards employee work performance in The Labor and Population Mobility Department of Aceh.
4. Effect of workload toward employee work performance
5. Effect of placement and workload toward employee work performance
6. Effect of placement and work load towards employee work performance through of work motivation

## LITERATURE REVIEW

### Work Performance.

Performance according Mangkunagara a result of the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given to him (Mangkunagara, 2000). Meanwhile, Bernardin and Russel (2002: 378) defines performance as the degree of success achieved one to determine the extent of a person's achievement is measured or assessed.

### Performance indicators

The dimensions and indicators of job performance are:

1. Employee capabilities
2. The use of working time
3. The expected results;
4. Attitude of wishing to improve

### Employee Placement

Regarding staffing activities, Siswanto in Suwatno (2003) suggests that employment is a process and assign jobs to workers who pass the selection kontinuitas to implement

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the authority and responsibility of serving and intended composition. Marihot T. E. Hariandja (2005) states that: "Placement is the process of assignment / reassignment filling positions or employees on the job / new position or a different position". Meanwhile Mathis & Jackson (2006) suggested that the placement is to position one to position the right job, how well an employee is fit to work will affect the quantity and quality of jobs. Based on the definition put forward by the experts, it can be concluded that the placement is the wisdom of human resources to determine the position / office person workforce to complete work tasks responsibilities that have been given to him.

### Employee Placement Indicators

According to Bambang wahyudi cited Suwatno (2003) as for staffing indicators are as follows:

1. Education
2. Working knowledge
3. Job skills
4. Work experience

### Work Load

There are several opinions about the workload according to experts, among others: No. According candy for domestic. 12 In 2008 the workload is the amount of work that must be borne by the office / unit organization and is the product of the volume of work and time norms. Understanding workloads are a number of activities that must be completed by an organizational unit or office holders systematically using the techniques of job analysis, workload analysis techniques, or other management techniques in a certain period of time to obtain information on the efficiency and effectiveness of an organizational unit (Suwatno, 2003). Based on some of the workload definition above, it can be concluded that the workload is a set of activities that must be completed by an organizational unit or office holder within a certain period.

### Work load Indicators

The work load dimension based on suwatno (2003), that used indicators like:

1. Effectivity time work
2. Education background
3. Type of given work

### Work Motivation

Robbins (2003) states that motivation is the desire to exert every effort to achieve the goals of the organization are determined by the ability of a business to meet individual needs. Motivation can generally be described as needs that drive behavior for a particular purpose. So the motivation to work is something that raises the spirit or drive to work (Anoraga, 2005). Motivation by Robbins and Coulter (2005:92) interpreted as a willingness to expend high levels of effort toward organizational goals conditioned by the effort's ability to satisfy the needs of the individual. In other words, motivation is the process of fulfilling needs.

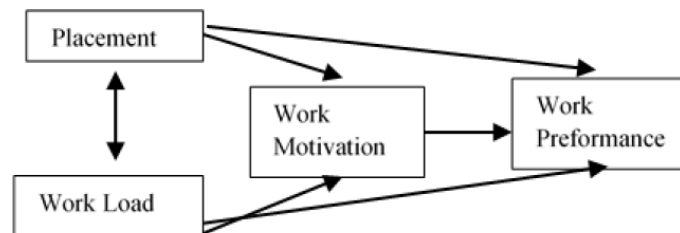
### Work Motivation Indicators

Brantas according to McClelland's (2009) is influenced by three main factors, that human needs consists of 3 levels of needs are:

1. Motivation

2. Expectations
3. Incentive

Base on the framework above, It can be formulated the research framework as shown on the figure 1 below:



Picture 1. Research Framework

### Hypothesis Testing

Based on the description and the theoretical framework above, the proposed partial hypothesis and simultaneously as follows There is significant effect of placement toward employee work motivation in the Labor and Population Mobility Department of Aceh.

1. There is significant effect of work load toward employee work motivation
2. There are significant effect of placement and work load toward employee work motivation
3. There is significant effect of placement toward employee work performance
4. There is significant effect of work load toward towards employee work performance
5. There are significant effect of placement and work load toward employee work performance
6. There are significant effect of placement and work load

## RESEARCH METHOD

### Research Object

In general, the study aims to be conducted to determine the effect of placement and workload on work motivation and its influence on performance improvement. Specifically this study to look at: Effect of placement and workload on work motivation, and the implications for increasing employee job performance. Thus the research object in this study is the Placement (X1), Workload (X2), Work Motivator (Y) and Job Performance (Z).

### Population and Sample

The population in this study were all employees of the Department of Labor and Population Mobility Aceh, which is 270 people for civil servants which are divided into 11 areas. The sample in this study did not include temporary employees or contract workers. Sampling was done using stratified random sampling technique is a random sampling technique that is based on field work. Method of calculating the number of samples that will be used in this study using Slovin sampling method is as follows:

$$n = \frac{N}{1 + N(\alpha^2)} \dots\dots\dots(\text{Sugiyono, 2007})$$

Notes :

$n$  = sample size

$N$  = population size

$\alpha^2$  = Percent leeway inaccuracy of sampling error that can be tolerated

The results of the study sample size calculation using Slovin method is as follows:

$$n = \frac{270}{1+(270).(0,05)^2}$$

$$n = \frac{270}{1,675}$$

$$n = 161$$

### Data Collection techniques

To obtain the data and information in accordance with the object of research is conducted by distributing questionnaires or a written list of questions related to this study were distributed to a representative sample of all employees in the Office of Employment and Population Mobility Aceh.

### Scale Measurement Data

Scale measurement data using a Likert scale (Likert Scale), which will begin with a very low scale (scale value 1) to very high scale (scale score 5).

#### 1. Work Performance

#### Variable Operational

The dependent variable used is the performance. Performance in this study was the work of employees in quantity and quality that has been achieved which is also a performance attitude of the employee Department of Labor and Population Mobility Aceh, covering aspects such as: the ability of the employee, the use of time in completing the work, the results expected, as well as the attitude of wishing to improve (Mangkunagara, 2000).

#### 2. Placement

Staffing is to put the employee on the job as the executive element of the position in accordance with the capabilities, skills and expertise, taking into account factors such as; education covering required education and alternative education, job knowledge, job skills (physical skills, mental and social), and work experience. Will determine the placement process in getting competent employees needed by the organization (Suwatno, 2003; 139; 129).

#### 3. Work Load

Workload as the activities are given to employees have an important role to determine the needs of staff required for the smooth completion of the work. Workload is the amount of work that must be borne by the office or organizational unit which is the product of the volume of work and the norms of the time, where the calculation of the workload analysis by considering the factors working hours, working time, employee educational background, and type of work

#### 4. Work Motivation

Work motivation in this study is an impulse or passion to work because of the need for covering the following aspects: (a) the motive of which is wages (money) are fair

and reasonable, safe feelings, develop self-potential, training programs, labor relations between employees, (b) expectations of a sense of responsibility, based on issue positions, able to give a sympathetic attitude, good working conditions and fun, as well as opportunities for career development, and (c) incentives, namely a sense of responsibility to obtain the reward, pleased with benefits provided, the system of work bonuses, and the opportunity to be promoted (Siagian, 2007).

### Classical Assumption Testing

By using path analysis model (Path Analysis) in the discussion of the future of data analysis, the classical assumption test previously performed first, namely with:

#### Normally Test

Normality test aims to test whether the data that we examined had a normal distribution or not so it can be used in parametric statistics. Statistical analysis was performed with the Kolmogorov Smirnov statistical test (Ghozali, 2005:115). The guidelines for making decisions about the data approach or a normal distribution by Kolmogorov Smirnov test can be seen from:

1. When significant values  $> 0.05$ , the data are normally distributed
2. If significant value  $< 0.05$ , the data are not normally distributed.

### Data Analysis Methode

In this study, path analysis (path analysis) was used to analyze the data obtained, because of the model developed there is a relationship between the number of variables that can be estimated simultaneously. Besides the dependent variable on the existing relationship will be the independent variable in subsequent relationships. The relationship between the dependent and independent variables in the regression model can be expressed by the following functions:

$$Y = f(X_1, X_2)$$

$$Y = \rho Y X_1 + \rho Y X_2 + \epsilon_1 \dots\dots$$

Substructural 1

$$Z = \rho Z X_1 + \rho Z X_2 + \rho Z Y + \epsilon_2 \dots\dots\dots\dots\dots\dots$$

Substructural 2 from the formulation above could formulated as follow :

$$Z = \alpha + b_1 X_1 + b_2 X_2 + b_3 Y + e$$

Notes :

$Z$  = Work Performance

$Y$  = Work Motivation

$X_1$  = Placement

$X_2$  = Work Load

$b_1$  = Coeffisient of Placement

$b_2$  = Coeffisient of Work Load

$b_3$  = Coeffisient of Work Motivation

$\alpha$  = Constanta (Intercept)

$e$  = (error term)

### Hypotheses Test

To test the effect of independent variables on the dependent variable is done in two ways simultaneously test (F test) and partial test (t test)

## RESULTS AND DISCUSSIONS

### Respondents Characteristics

Characteristics of the respondents in this study include gender, level of education and work experience. From the results of a study of 161 employees of the Department of Labor and Population Mobility Aceh, can be explained that there are as many male employees 96 people or 59.6% and female employees as many as 65 people or 40.4%, so in this study is more dominant male respondents, with the majority of respondents Last Bachelor (S-1) as many as 108 people (67.1%), and the rest are educated respondents D-3 and S-2 with each number as many as 37 people (23%) and 16 men (9.9%). the longest-working employee is over 15 years with a total of 69 people (42.8%). Besides that, when seen from the average income of the employee who has the most income is Rp 3,000,000 per month by the number of employees by 62 people (38.5%).

### Validity Test

From the results of a study of 161 employees of the Department of Labor and Population Mobility Aceh, can be explained that there are as many male employees 96 people or 59.6% and female employees as many as 65 people or 40.4%, so in this study is more dominant male respondents, with the majority of respondents Last Bachelor (S-1) as many as 108 people (67.1%), and the rest are educated respondents D-3 and S-2 with each number as many as 37 people (23%) and 16 men (9.9%). the longest-working employee is over 15 years with a total of 69 people (42.8%). Besides that, when seen from the average income of the employee who has the most income is Rp 3,000,000 per month by the number of employees by 62 people (38.5%).

### Normality Test

Based on the research results obtained by the value of skewness and kurtosis values are greater than 0.05 ( $> 0.05$ ) that can be stated that the distribution of data is normal. Or can also be explained in other ways that value skewness =  $-0.344 / 0.191 = -0.180$ , while the value of kurtosis =  $0.654 / 0.380 = 1.721$ . Because the value of skewness and kurtosis values are at  $-2$  and  $+2$  it can be concluded that the data are normally distributed. Testing further research is to conduct multiple linear regression analysis. In multiple linear regression analysis used to test the correlation coefficient (R) and determination (R<sup>2</sup>) to determine the percentage contribution of the independent variables simultaneously influence the independent variable as shown on the table b below:

**Table 1: Test Results Correlation Analysis (R) and determination (R<sup>2</sup>)**

Model	R	R Square	Adjusted R Square	Std. Error
1	0.601	0.361	0.353	0.39991

Based on the above data obtained correlation coefficient of 0.601 shows the relationship between the independent variable and the dependent variable was 60.1%, meaning that for every 100% in the changes (improvements) and workload placement variables will affect the motivation of civil servants and the Department of Labor Population

mobility Aceh was 60.1% assuming other variables held constant. Coefficient of determination of the above data is 0.361, equivalent to 36.1%, meaning that the change in the dependent variable (job motivation-Y) can be explained by changes in factors independent variable placement (X<sub>1</sub>) and workload (X<sub>2</sub>) by 36.1%, while the remainder is equal to 63.9% can be explained by factors other than the variable. When used is the number Adjusted R Square which is a modification of R<sup>2</sup>, then the explanation can be given by the independent variable dependent variable is that the proportion become smaller than R<sup>2</sup>, which is only 35.3%. It means that the change in the dependent variable that can be explained by the independent variables which only amounted to 35.3%. Then performed simultaneously test (Test-F) as follows:

**Table 2: F-Effect of placement test results, Workload and Work Motivation on Job Performance**

Variable	Standardized Coefficients	t <sub>Count</sub>	Sig
	Beta		
Placement (X <sub>1</sub> )	0.135	2.698	0.008
Work Load (X <sub>2</sub> )	0.194	3.586	0.0001
Work Motivation (Y)	0.646	11.150	0.0001
R	= 0.815		
R <sup>2</sup>	= 0.663		
F <sub>hitung</sub>	= 103.172		
F <sub>tabel</sub>	= 3.05		
Sig.	= 0.0001		

Based on the results of the study as shown in the table above that simultaneous placement variables, and the workload significantly influence the motivation of the Department of Labor and Population Mobility Aceh. It is characterized by the value of F count  $> F$  ( $103.172 > 3.05$ ) at a significance level of 0.0001.

**Table 3: Effect of Partial Placement and Workload and Work Motivation Against Job Performance**

Variable	Koefisien Beta	t-Sig	Remark
Placement (X <sub>1</sub> )	0.135	0.008	Ho rejected
Work Load (X <sub>2</sub> )	0.194	0.0001	Ho rejected
Work Motivation (Y)	0.646	0.0001	Ho rejected
R		= 0.815	
R <sup>2</sup>		= 0.663	

Based on the table above it can be concluded that the placement of a significant influence on the performance of the Department of Labor and Population Mobility Aceh. This result is shown by the significant value of  $0.002 < 0.05$  ( $0.002\% > 5\%$ ). While the workload variables significantly influence the performance of the Department of Labor and Population Mobility Aceh. It is characterized by a significant value of  $0.0001 > 0.05$  ( $0.0001\% > 5\%$ ). Meanwhile, work motivation variables significantly influence the performance of the Department of Labor and Population Mobility Aceh. It



is characterized by a significant value  $0.0001 < 0.05$  (0.1% < 5%). Because there are no intervening variables, then there is no analysis to indirect relationships. Everything is a direct relationship.

## CONCLUSIONS AND RECOMMENDATIONS

### CONCLUSIONS

1. There was a positive and significant effect of placement towards employee work motivation which is shown by the analysis test of the partial test (t-test)  $t_{test} > t_{table}$  with a value for the variable placement  $t_{test}$  as 5.201 and 1.654 for  $t_{table}$  in the significant value  $\alpha = 5\%$ .
2. There was a positive and significant effect of work load toward employee work motivation which is shown by the analysis test of the partial test (t-test)  $t_{test} > t_{table}$  with a value for the variable work load  $t_{test}$  as 7.610 and 1.654 for  $t_{table}$  in the significant value  $\alpha = 5\%$ .
3. There were positive and significant effect of placement and work load towards employee work motivation which is shown by the analysis test of the simultan tests (F test),  $F_{test} > F_{table}$  with the value is shown by coefficient determinant value as 3.61%.
4. The placement variable was a positive and significant effect towards employee work performance which is shown by the analysis test of the partial test (t-test)  $t_{test} > t_{table}$  with a value for the variable placement  $t_{test}$  as 2.698 and 1.654 for  $t_{table}$  in the significant value  $\alpha = 5\%$ .
5. The work load variable was a positive and significant effect towards employee work performance which is shown by the analysis test of the partial test (t-test)  $t_{test} > t_{table}$  with a value for the variable placement  $t_{test}$  as 3.586 and 1.654 for  $t_{table}$  in the significant value  $\alpha = 5\%$ .
6. There were positive and significant effect of placement and work load towards employee work performance which is shown by the analysis test of the simultan tests (F test),  $F_{test} > F_{table}$  with the value is shown by coefficient determinant value as 6.63%.
7. There were positive and significant effect of placement and work load towards employee work performance through work motivation which is shown by analysis test of simultant test (F test) with  $F_{test} > F_{table}$ , and the work motivation variable was effected towards work performance with parcial test (t tets) whics is  $t_{test} > t_{table}$  as  $11.150 > 1.654$ .

### RECOMMENDATIONS

1. Continue to maintain and sustain the already high employee motivation and increase it again by continuing to provide opportunities for achieving a more open and comfortable working conditions.
2. To improve the performance of the employees at the Department of Labor and Population Mobility of Aceh, then that should be done by the leaders is to put employees in positions appropriate to their area of competence and provide workload in accordance with the applicable provisions established.
3. To employees who excel are expected to continue to improve his performance and keep motivating her colleagues to be more excited in working order organizational goals can also be achieved due to the

success of an organization is determined by the performance of its members.

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