

# The Impact of Job Placement on Employee Incompetence

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## Abstract

This study demonstrates that organizational commitment is influenced by PT. BPR Hasamitra Makassar's job placement qualities, with a t-test value of 0.000. The results of this study demonstrate a connection between employees' devotion and their workplace. Consequently, employees feel more at ease in their current workplace the more loyal they are to the organization. This study demonstrates that job placement affects employee performance at PT. BPR Hasamitra Makassar, with a sig value on the t-test of 0.000. Accordingly, research on organizational commitment and employee performance at PT. BPR Hasamitra Makassar indicates that a significant t test value of less than 0.04 or 0.000 indicates that employees perform better when they feel at ease in their workplace. This study demonstrates the link between raising corporate commitment and enhancing employee performance. Employees will therefore perform better if they are happy working for the company. As per the Sobel test, the employee performance and job placement are mediated by the organizational commitment variable, as evidenced by the t-calculated value of 5.404, which is more than the t-table value of 1.558. While examining indirect variables yielded a value of 0.324, the direct influence of job placement variables on performance is found to be 0.346.

**Keywords:** Job Placement, Organizational Commitment, Employee Performance

## Introduction

The effectiveness of an organization's workforce has a big impact on its success. Businesses and organizations continuously work to raise employee performance in order to meet corporate objectives. A company's advancement is significantly influenced by the performance of its employees (Hasyim, 2023). Organizations use strategies like matching job assignments to educational credentials, distributing workload evenly, and fostering a supportive company culture as one of their methods for enhancing employee performance. Poor job performance may result from an inadequate job placement. Depending on how well it fits with the organization's positioning and competence, excellent performance can have a beneficial or negative effect on a corporation. It is crucial to complete work analysis, assign job descriptions, and evaluate job requirements prior to assigning an individual to a certain role within a company. In order to execute the workforce recruiting process with accuracy and efficacy, a thorough understanding of the job duties required is required (Nuraini, 2020).

One key element that can have a big impact on an organization's capacity to meet its objectives is employee dedication. While Yusuf et al. (2021) contend that organizational commitment has a major impact on employee performance, a study by Marsoit et al. (2016) demonstrates that employee performance is unaffected by the organizational commitment variable.

## Methods

The number of employees at PT BPR Hasamitra Makassar is 102. As per Kushendar (2019), this study employs a census sampling technique, commonly referred to as saturated sampling, in which the whole workforce of PT BPR Hasamitra Makassar serves as the sample. In this study, a route analysis model was created using multiple linear regression model techniques.

## Definition of variables in an operational context

### Employee output

The degree to which a program or policy's aims are met in order to carry out the organization's strategic planning-described goals, objectives, vision, and mission is reflected in employee performance. Individual performance and subsequent successes can be influenced by a number of elements, including ability and motivation factors, which suggest that an employee's attitude to resolving work-related issues constitutes motivation (Nuraini, 2020).

### Employment placement

Employee placement, according to Hasyim (2022), is a procedure that comes after the stages of selection. This entails placing qualified applicants in roles that call for their qualifications and experience and granting them the authority they need to do their jobs.

## Results and Discussion

### Research result

#### Coefficient of Determination Test

**Table Coefficient Of Determination Test**

Variable Relationships	Adjusted R Square	Std.Error of the Estimate
Work Placement (X) To Organizational Commitment (Y)	0,600	1,926
Work Placement (X) And Organizational Commitment (Z) To Employee Performance	0,727	1,468

Table 6 presents the findings, which indicate that 50% of the observed variance in the dependent variable organizational commitment can be explained by the labor placement variable. Factors not included in the model can be held responsible for the remaining thirty percent of the variance. Based on the job placement variable's contribution, organizational commitment explains 62.6% of the variation in the dependent variable, employee performance; factors outside the model account for the remaining 26.3%.

#### Results of the Hypothesis Test

Utilizing a significance level of 0.04 (4%), the t test compares the t count and t table to assess the hypothesis. The hypothesis is accepted if the sig value is less than or equal to 0.04; if not, it is rejected.

**Table Hypotesis Test**

Variable Relationships	t count	t table	Sig
Work Placement (X) To Organizational Commitment (Y)	13,127	1.658	0,000
Work Placement (X) To Employee Performance (Y)	4,588	1.658	0,000
Organizational Commitment (Z) to Employee Performance (Y)	7,045	1.658	0,000

For job placement, the computed t value is 13.126, and the sig value is 0.000. This indicates that there is a statistically significant relationship between the work placement and employees' level of organizational commitment. Then, at PT. BPR Hasamitra from Makassar, work placement is known to have a major and positive impact on employee job performance. A tcount of 3.488 and a sig of 0.000 are the results of statistical analysis, indicating statistical significance below 0.04. Employee performance is significantly impacted by organizational commitment, as shown by a t-value of 6.034 and a sig of 0.000 below 0.04.

#### Path Evaluation

Based on the previously processed data, a direct relationship between organizational commitment and employee performance and job placement estimates can be determined. The correlation coefficient, 0.324, is obtained by multiplying 0.666 and 0.438. In a similar manner, multiplying 0.666 by 0.438 yields 0.324 for the indirect impact. By adding the values 0.346 and 0.324, the entire impact is calculated, and the result is 0.682. The calculation above indicates that the mediation test gives 0.324. The results presented above suggest that indirect effects of work placement on employee performance outweigh mediating factors in terms of significance. These findings suggest that the relationship between personnel efficacy and job placement features in PT. BPR Hasamitra Makassar is moderated by the degree of commitment exhibited by a company.

#### Sobel Test

Sobel Test data processing produces a t value 5.404 times higher than the t table (5.404 > 1.558). The results of the Sobel test show that work placement has an indirect influence on employee performance through organizational commitment, thus indicating that organizational commitment functions as a moderating variable.

#### Result

This study demonstrates that organizational commitment is influenced by the job placement features at PT. BPR Hasamitra Makassar, with a t-test value of 0.000. The results of this study demonstrate a connection between employees' devotion and their workplace. Consequently, employees feel more at ease in their current workplace the more loyal they are to the organization. This study demonstrates that job placement affects employee performance at PT. BPR Hasamitra Makassar, with a sig value on the t-test of 0.000. Accordingly, PT. BPR Hasamitra Makassar research on organizational commitment and worker performance indicates that a comfortable workplace can boost worker performance. According to this study, the t test's significant value was less than 0.04 or 0.000. This study demonstrates the link between raising corporate commitment and enhancing employee performance. Employees will therefore perform better if they are happy working for the company.

#### Conclusion

At PT BPR Makassar Jaka Tingkir, work placement affects employee performance, with organizational commitment acting as an intervening variable. The following results were reached after 102 employee survey responses were examined: the impact of job placement on commitment at work is favorable and significant. Performance is positively and significantly impacted by work placement. Commitment from the organization can enhance worker performance. According to this study, indirect factors have a greater impact on worker performance than direct ones.

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