

THE INFLUENCE OF WORK PLACEMENT, MOTIVATION AND WORK ENVIRONMENT ON PERFORMANCE OF EMPLOYEES UPTD PHARMACEUTICAL INSTALLATION, KERINCI DISTRICT

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Abstract

This study aims to see the effect of (1) Work placement on the performance of UPTD employees of the Kerinci Regency Pharmacy Installation (2) Motivation on the performance of UPTD employees at the Pharmacy Installation of Kerinci Regency (3) The work environment on the performance of UPTD employees of the Kerinci Regency Pharmacy Installation (4) Work placement, motivation and work environment have a joint effect on the performance of UPTD employees of the Pharmacy Installation of Kerinci Regency The population in this study is all UPTD Pharmacy Installation Kerinci employees as many as 64 people. Techniques for determining the number of sample taken as respondents using total sampling in Sugiyono (2017). The results of this study indicate that (1) Job placement has a positive significant effect on the performance of the employees of the UPTD Pharmacy Installation of Kerinci Regency (2) Motivation give a positive influence on the performance of the employees of the UPTD Pharmacy Installation of Kerinci Regency (3) Work environment give a positive influence on the performance of the employees of the UPTD Pharmacy Installation of Kerinci Regency (4) Work placement, motivation and work environment jointly have a positive effect on the performance of the employees of the Kerinci District Pharmacy Installation UPTD.

Keywords: Work Placement, Motivation and Work Environment

Introduction

Human Resources is a vital component for the company, because human resources are the main implementer of managerial and operational activities within the company. Other elements, such as money, machines, and capital will not be able to run properly without the intervention of human resources. To achieve maximum company performance, human resources or employees in the company must have good performance (Mathis & Jackson, 2016).

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2017). In another view, performance is the result of work achieved by

individuals in accordance with their roles and duties in a certain period, which is associated with certain values or standards of the organization where the individual works (Umam, 2018). Furthermore, performance is about doing the work and the results achieved from the work. Performance is about what is done and how to do it (Wibowo, 2017).

Ministry of Health RI No. 189/Kemenkes/SK/III/2006 concerning National Drug Policy (KONAS). In the future, GFK will require revitalization and adjustment of the name to the Regency Pharmacy Agency (IFK) to prioritize its functions and in the future.

The following is a data report on the realization of the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency, which can be seen in the following table:

Table 1
Realization of Pharmacy Installation UPTD Employee Performance Achievement Kerinci District

No	Target	Realization (%)				Target (%)
		2017	2018	2019	2020	
1	Improvement of Pharmaceutical Services	81	81	85	77	100
2	Improved Governance of Public Drugs and Health Supplies Increased development	83	80	79	75	100
3	Increased Production and Distribution of Pharmaceuticals	84	80	77	73	100
Average		82.60	80,30	79.97	74.67	100

Source: UPTD Pharmacy Installation of Kerinci Regency

A way to produce skilled and reliable human resources requires a plan in determining the employees who will fill the jobs in the company concerned. Success in manpower procurement lies in the accuracy in the placement of new employees and old employees in new positions. The placement process is a very decisive process in getting competent employees needed by the company, because the right placement in the right position will be able to help the company in achieving its goals. Placement of employees is not only placing, but must match and compare the qualifications of the employee with the needs and requirements of a position or job (Yuniarsih & Suwatno, 2013).

Based on table 1, it can be seen that the realization of the performance of the employees of the UPTD Pharmacy Installation of Kerinci Regency has decreased significantly. On average, each year has decreased, namely in 2016 82.60%, in 2017 80.30%, in 2018 79.97% and in 2019 there was a fairly large decline of 74.67%. The problem that is developing at this time is a phenomenon that indicates that the employees of the UPTD of the Pharmacy Installation of Kerinci Regency do not yet have an optimal level of performance, this is indicated by the failure to achieve performance targets at the UPTD of the Pharmacy Installation of Kerinci Regency.

In addition to employee placement and employee motivation, there are variables that are no less important in influencing employee performance, namely the work

environment. The work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and groups (Sedarmayanti, 2004). In addition, the work environment is everything that involves physical and psychological aspects which will directly or indirectly affect employees (Wursanto, 2009). Furthermore, another view says that the work environment is everything that is around the workers that can affect them in carrying out the tasks assigned (Nitisemito, 2015).

Research methods

The population and sample in a study have a central and decisive role (Muri A., 2015). The population is the whole of the object of study that provides an accurate picture of the research. According to Hamid (2015) population is the total number of objects or subjects that are used as data sources in a study that have the same nature or characteristics. Thus, the population in this study were all 64 employees of the UPTD Pharmacy Installation in Kerinci Regency.

The technique in taking this sample uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the total population is less than 100, the entire population is used as a research sample.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \dots\dots\dots (6)$$

Where:

- Y = Performance
- a = Intercept Constant
- X1 = Job Placement
- X2 = Motivation
- X3 = Work Environment
- b1, b2, = Regression Coefficient
- e = Error Term

Research result

Classic assumption test

Normality test

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method *kolmogorov-smirnov test* to each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign for each variable is greater than = 0.05. The results of the normality test can be seen in table 2.

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Performance	Job Placement	Motivation	Work environment
N		64	64	64	64
Normal Parameters	mean	32.6562	32.1875	41.6562	24.3906
	Std. Deviation	2.99851	2.53781	3.14324	3.23482
Most Extreme Differences	Absolute	.149	.156	.263	.155
	Positive	.149	.156	.263	.142
	negative	-.132	-.086	-.143	-.155
Kolmogorov-Smirnov Z		1.193	1,245	1.107	1,241
asympt. Sig. (2-tailed)		.116	.090	.120	.092
a. Test distribution is Normal.					

Source: SPSS output results, 2021.

From Table 2 normality test, it can be seen that in the regression model, the confounding variable or residual has a normal distribution. This can be seen from the results of the sig value of the Performance variable (Y) is $0.116 > 0.05$ Work Placement Variable (X1) is $0.090 > 0.05$; Motivation variable (X2) is $0.120 > 0.05$; Work Environment variable (X3) is $0.092 > 0.05$. So it was concluded that the variables of performance, work placement, motivation, and work environment of UPTD Pharmacy Installation Kerinci employees were normally distributed.

Multicollinearity Test

Multicollinearity test is useful to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0 (Ghozali, 2011). Multicollinearity can be seen from *tolerance* and Variance Inflation Factor (VIF). The way to find out whether there is a deviation from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10 , the data free from multicollinearity symptoms can be seen in Table 2.

Table 2
Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Job Placement	0.819	1.222
	Motivation	0.955	1.048
	Work environment	0.788	1,270
a. Dependent Variable: Performance			

Source: SPSS output results, 2021

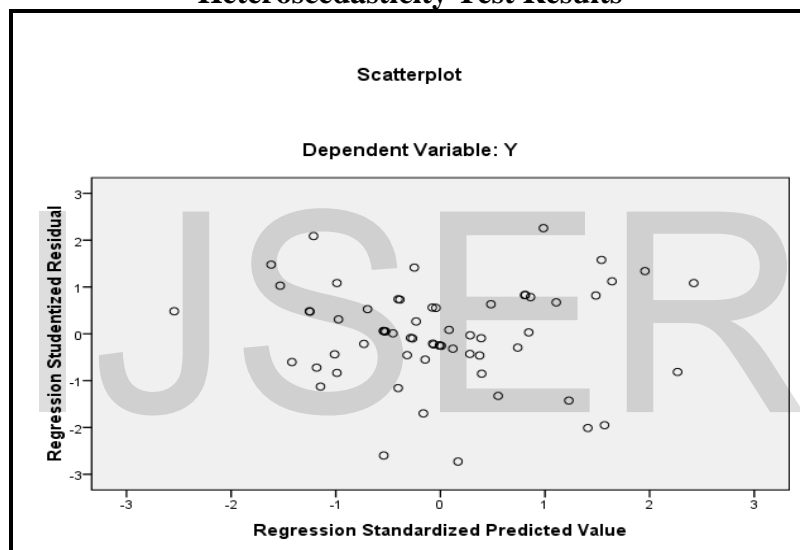
Based on the multicollinearity test in the table above, it can be seen that there is

no relationship between the independent variables because all the VIF values of the variables are < 10 .

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another observation. If the variance from the residual of one observation to another observation is constant, then it is called a homokedastability and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph (Scatter Plot) test. This test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

**Figure 1
 Heteroscedasticity Test Results**



In Figure 1 it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. The spread of data points does not form a wavy pattern that widens then narrows and widens again. The spread of data points is also not patterned, so this shows that the data in this study does not occur heteroscedasticity.

**Research Hypothesis Test
 Multiple Linear Regression Analysis**

In testing the hypothesis of this study, multiple linear regression was used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t_{table} and sig value with $= 0.05$. In detail the results of multiple regression testing can be seen in Table 3.

**Table 3
 Multiple Regression Equation**

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,623	6.428		2.431	.018
	Job Placement	.232	.070	.196	3.287	.018
	Motivation	.467	.109	.490	4.279	.000
	Work environment	.206	.069	.222	2,964	.023
a. Dependent Variable: Y						

Source: SPSS Output Results (year 2021)

Based on Table 3, the estimation model can be analyzed as follows:

$$Y = 15,623 + 0.232 (X1) + 0.467 (X2) + 0.206 (X3)$$

Based on the above equation it can be explained that:

- a. From the above equation it can be seen that there is a constant value of 15,623 which means that if the work placement, motivation, work environment is zero, then the value of the performance variable is at 15,623. This means that the variables of work placement, motivation, work environment contribute to improving the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency.
- b. The value of the work placement regression coefficient is positive 0.232. This means that if the work placement decreases by one unit, it will result in an increase in performance of 0.232 unit.
- c. The value of the motivational regression coefficient is positive, namely 0.467. This means that if motivation decreases by one unit, it will result in an increase in employee performance by 0.467 unit.
- d. The value of the work environment regression coefficient is positive, namely 0.206. This means that if the work environment increases by one unit, it will result in an increase in employee performance by 0.206 unit.

Regression Coefficient Test (t Test)

Hypothesis Testing 1

The first hypothesis put forward, that Job placement partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the work placement variable is 0,018 < of the significance value (0.05). Thus Ho is rejected and Ha is accepted so that the alternative hypothesis proposed in this study is accepted. This means that there is a significant positive effect between work placement on the performance of the employees of the Kerinci District Pharmacy Installation UPTD.

Hypothesis Testing 2

The second hypothesis proposed is that motivation partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the motivation variable is 0,000 < of the significance value (0.05). Thus Ho is rejected and Ha is accepted so that the alternative hypothesis proposed in this study is accepted. This means that there is a significant positive effect

between motivation on the performance of UPTD employees at the Pharmacy Installation of Kerinci Regency.

Hypothesis Testing 3

The third hypothesis proposed is that work environment partially positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the work environment variable is $0,023 < \text{dai significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted so that the alternative hypothesis proposed in this study is accepted. This means that there is a significant influence between the work environment on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency.

Hypothesis Testing 4

The fourth hypothesis proposed, that work placement, motivation, and work environment jointly have a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the significance level of the variables of work placement, motivation, and work environment is $0.001 < 0.05$. Thus H_0 is rejected and H_a is accepted so that the alternative hypothesis proposed in this study is accepted. This means that there is a jointly significant influence between work placement, motivation, and work environment on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. As can be seen in table 4.

Table 4
F . Test Results

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	141.291	3	47,097	6,647	.001a
	Residual	425,147	60	7.086		
	Total	566,438	63			
a. Predictors: (Constant), X3, X2, X1						
b. Dependent Variable: Y						

Source: SPSS Output Results (year 2021)

Coefficient of Determination (Adjusted R Square)

The Coefficient of Determination aims to see or measure how far the model's ability to explain the variation of the independent variable, where the value of *R square* used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The value of the coefficient of determination in this study was taken from the value of Adjusted R Square which can be seen in table 5.

Table 5
Test results R Square

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.499a	.249	.212	2.66191

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.499 ^a	.249	.212	2.66191
a. Predictors: (Constant), X3, X1, X2				
b. Dependent Variable: Y				

Source: SPSS Data Processing Results (Year 2021)

Based on the analysis results Adjusted R square is 0,212 This means that 21.2% of employee performance is influenced by the independent variables of work placement, motivation, work environment, while the remaining 78.8% is influenced by other variables outside the model.

Discussion

The discussion of the research results is intended to explain and interpret the research results.

Influence Work Placement on Employee Performance UPTD Kerinci Regency Pharmacy Installation

The results of this study indicate that job placement has a significant positive effect on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This indicates that work placement determines the performance of the Kerinci District Pharmacy Installation UPTD employee. This means that the better and better the work placement received by employees, it will improve employee performance.

From the results of this study, it can be seen that the work placement variable has a coefficient of 0.232 which means that work placement has a big influence. this indicates that job placement can play a role in improving employee performance. If the Kerinci Regency Pharmacy Installation UPTD wants to improve employee performance, it must place employees according to their fields.

This is in line with the opinion of Hasibuan MS, (2009) that employee placement is the process of placing employees in jobs that match their skills so that they work effectively based on job analysis information. Each agency or company must be able to select and determine competent employees to fill vacant positions so that the main tasks in the position can be carried out. For this reason, workers must be obtained who have the ability in accordance with the position that will be their responsibility, in other words, the candidate who is placed must have the necessary competencies to be able to carry out work in a position effectively and efficiently.

The results of this study are in line with research Anita, J., Aziz (2013) which shows that work placement has a positive and significant effect on employee performance. Fadilah, A. N (2013)the results of his research also show job placement significant effect on employee performance.

Influence Motivation on the Performance of UPTD Employees at the Pharmacy Installation of Kerinci Regency

The results of this study indicate that motivation has a significant positive effect on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This indicates that employee motivation determines the performance of the UPTD Pharmacy Installation in Kerinci Regency. This means that the higher the motivation of employees, it will improve employee performance.

From the results of this study, it can be seen that the work motivation variable has a coefficient of 0.467 which means that work motivation has a greater influence than other variables. This indicates that motivation can play a role in improving employee performance. If the UPTD Pharmacy Installation in Kerinci Regency wants to improve employee performance, it must increase employee motivation in the agency.

This is in line with the opinion According to (Sulistiyani & Rosidah, 2018) Motivation is a process of giving encouragement to subordinates so that subordinates can work in line with the given limits in order to achieve organizational goals optimally. Then motivation is an encouragement to a series of processes of human behavior in achieving goals (Wibowo, 2017). Based on the opinion of experts, it can be concluded that work motivation is the driving force or impetus in a person to want to behave and work diligently and well in accordance with the duties and obligations that have been given to him (Kadarisman, 2017). Furthermore, motivation is the result of the interaction of individuals and situations (Umam, 2018).

The results of this study are in line with research Dhermawan, A (2012) which shows that Motivation affects employee performance. Agusta, L (2013) the results of his research also show that motivation has a significant effect on employee performance.

Influence Influence Work Environment on Employee Performance UPTD Pharmacy Installation in Kerinci Regency

The results of this study indicate that the work environment has a significant positive effect on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This indicates that the work environment determines the performance of the Kerinci District Pharmacy Installation UPTD employee. This means that the better the work environment of an agency, the better the performance of employees.

From the results of this study, it can be seen that the work environment variable has a coefficient of 0.206 which means the work environment has a big influence. This indicates that the work environment can play a role in improving employee performance. If the Kerinci District Pharmacy Installation UPTD wants to improve employee performance, it must improve and create a good work environment in a better agency.

This is in line with the opinion According to (Sutrisno, 2013) the work environment is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of work (Sutrisno, 2013). Another opinion suggests that the work environment concerns the workplace, equipment layout, work space, light, ventilation or air circulation, safety and health guards (Simanjuntak, 2011). Furthermore, the work environment is the overall tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as groups (Sedarmayanti, 2004).

The results of this study are in line with the research of Anjani, A., Widajanti (2019) which shows that There is a significant positive effect between the work environment on employee performance.

Effect of Work Placement, Motivation, Work Environment on the Performance of the UPTD Pharmacy Installation in Kerinci Regency

The results of this study indicate that work placement, motivation, work environment together have a significant influence on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This indicates that work placement, motivation, work environment determine the performance of the UPTD Pharmacy Installation Kerinci employee. This means that work placement, motivation, and work environment will improve employee performance.

This is in line with research, Anita, J., Aziz (2013), Dhermawan, A (2012), A., Widajanti (2019), which shows that The results show the support for a significant influence between organizational motivation, work placement, work environment on employee performance.

Conclusion

Based on the results of testing and discussing the hypotheses described in the previous chapter, some conclusions can be drawn as follows:

1. Work placement has a positive influence on the performance of the UPTD Pharmacy Installation Kerinci employee. This means that employee performance will increase if the work placement in the agency is good for employees, so as to be able to provide encouragement to employees in improving their performance. Thus the first hypothesis (H1) in this study is accepted.
2. Motivation has a positive influence on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This means that employee performance will increase if the motivation is good so that it can provide morale to employees in carrying out their work. The higher the motivation of employees in the agency, the higher the performance of employees in doing their work in the agency. Thus the second hypothesis (H2) in this study is accepted.
3. The work environment has a positive influence on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. This means that employee performance will increase if the work environment in the agency is good, it will encourage employee performance at work, thus making employees enthusiastic and able to carry out their work well. A good work environment will encourage high performance. Thus the third hypothesis (H3) in this study is accepted.
4. Work placement, motivation, work environment together have an influence on the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency. From the ANOVA test, a significance probability value of 0.001 was obtained. The probability of significance is less than 0.05, with a significance level of 0.001 as a result H_0 is rejected and H_a is accepted. The variables of work placement, motivation and work environment together affect the performance of the employees of the UPTD Pharmacy Installation in Kerinci Regency.

Based on the results of the analysis of the discussion as well as some conclusions in this study, as for the suggestions that can be given through the results of this study in order to get better results, namely:

1. Future researchers are expected to be able to examine other variables outside of this variable in order to obtain more varied results that can describe what things

can affect performance and it is recommended to expand the scope of research on the effect of work placement, motivation, work environment on performance. employees used in this study.

2. For work placements, it is suggested to the agency to pay attention to the work placements made to employees. Because this is seen from the results of the survey and the results of the respondents' responses to work placements that are not in accordance with the field of expertise of each employee. If there is a problem with work placement, it is feared that it will reduce employee performance which will result in agency performance.
3. For motivation, it is suggested to agencies to pay attention to the comfort of employees at work by increasing motivation for employees in the agency. Because this will have an impact on the psychology of employees if employees feel unmotivated in the organization, it will reduce their performance and enthusiasm at work.
4. For the work environment, it is recommended that agencies pay attention to the comfort of employees at work by creating a good work environment for employees and leaders in the agency. Because this will have an impact on employees if employees feel the work environment is very bad in the organization.
5. For the agency management, it is expected to pay attention to work placement, employee motivation, and create a good work environment in the agency, because the work environment is a big influence in improving performance.

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