

The Effect of Job Placement, Job Satisfaction and Job Ability on the Performance of As-Shofwan Hospital Employees

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Abstract

Health plays an important role in improving people's living standards. To provide the best health services in hospitals, quality resources are needed especially in the current covid-19 which continues to increase. This study aims to determine and analyze the effect of work placement, job satisfaction, and work ability on the performance of As-Shofwan. This research is included in quantitative research because the approach used for research proposals, processes, hypotheses, going to the field, data analysis, data conclusions to writing uses aspects of measurement, calculation, formula, and certainty of numerical data. The research subjects were employees of the As-Shofwan hospital. In this study the population and the sample amounted to 60 people. The data were analyzed using path coefficients with the help of the PLS program. The results showed that work placement and work ability influenced employee performance, while the work ability variable had no effect on employee performance.

Keywords: Job Placement, Job Satisfaction, Job Ability, and Performance.

1. INTRODUCTION

Currently, the Covid-19 pandemic is testing the resilience of health systems around the world, including Indonesia. The ability to respond quickly and accurately is key to our ability to survive this crisis. Hospitals are part of the overall health care system, providing different types of services to patients. Health plays an important role in improving people's living standards. To provide the best health services in hospitals, quality resources are needed, especially in the current COVID-19 situation, which continues to increase. Typical hospital management makes research on hospital human resource management interesting. There are two main types of human resources in hospitals, namely medical staff consisting of doctors, nurses, and other health workers, and non-medical staff consisting of administrative and other executive staff. Employees and the company are two things that cannot be separated, employees play an important role in carrying out the company's life cycle and are active participants in every organizational activity. Therefore, in order to continue to develop itself and for the survival of the organization, hospital management needs to improve employee performance. In this case, the expected increase in employee performance is to be able to improve their performance as much as possible to provide satisfactory service. Efforts to improve employee performance require employees who in their duties work effectively and efficiently.

Sedarmayanti (2018) provides an understanding that employee performance is the result of work given to a person or group of people in an organization in accordance with their respective authorities and responsibilities in order to achieve organizational goals, legally, not violating the law, and according to morals and ethics. Therefore, organizational goals need to be achieved through good and best performance. To achieve this goal, efforts are made to begin by focusing on the factors that affect employee performance. There are many factors that influence this, including job placement, job satisfaction and work ability.

Work placement is one of the complex problems in the world of work and hospitals. As-Shofwan. Differences in work arrangements and employees' abilities, placed in work areas that are not in accordance with their educational background and professional knowledge, will certainly affect work comfort and employee performance. Considering that the work done does not meet professional knowledge and educational background, the results will not be the best. The placement of employees must be in accordance with the job description and the ability of the employee, this is intended to affect the level of employee performance in carrying out their work in the company. Similar research has been carried out by examining the Effect of Work Placement on Performance conducted by Devi (2016), the results of this study show that there is a significant influence on employee performance. As for other research that has been carried out with the title The Effect of Satisfaction on Individual Performance by Juniantara (2015), the results of this study indicate a positive and significant influence on employee performance.

Satisfaction is a subjective state, which is based on the results of conclusions drawn from a comparison between what employees get from work with their expectations, desires, and what they think is appropriate or appropriate. Right to get it. And each employee subjectively determines job satisfaction. In hospitals, human resources play an important role in carrying out company activities. So the company really needs better human resources and has a very reliable performance. According to Ardana (2012) states that low job satisfaction can cause various negative impacts such as decreased work discipline, decreased work spirit and passion, and frequent mistakes in work resulting in decreased work productivity.

The ability to work an employee is absolutely owned by employees so that the activities or work that are their responsibility can be completed properly in accordance with the provisions that have been set. The capabilities possessed by employees will provide support for the hospital's efforts in the process of achieving hospital goals. Thus there is a close relationship between ability and efforts to achieve the goals to be achieved by As-Shofwan Hospital. The abilities possessed by employees directly also determine the extent to which an employee's ability to achieve performance is in accordance with hospital regulations. Every organization or company will always try to improve the performance of its employees in the hope that the company's goals are achieved. To achieve these results, factors that influence the achievement of performance are needed, consisting of many factors, including work placement, job satisfaction and work ability.

2. LITERATURE REVIEW

Employee Performance

Every organization or company has a goal to be achieved either for the long term or short term. To be able to achieve these goals can be obtained by optimizing the performance of employees who work in the company or organization. Performance itself is described by the achievement of the implementation of an activity or policy in order to achieve predetermined targets. Edison (2016) defines performance as the result of a process that refers to and is measured over a certain period of time based on pre-determined provisions or agreements. Performance according to Afandi (2020) is a result that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not

violating the law and not contrary to morals and ethics. Performance is the result of a person's work and behavior in a period of usually one year, then performance can be measured by his ability to complete the tasks and responsibilities given. Based on some previous understandings, it can be concluded that performance is the result obtained by a person in doing his work within certain times in accordance with the responsibilities that have been given by an organization.

Job Placement

Placing an employee or prospective employee based on job placement means an individual assessment of the suitability between the employee's abilities and the demands of the job as well as the suitability between individual needs and what the job can provide to employees. Placing employees for the implementation of work positions must have several criteria, namely knowledge, abilities, skills, and expertise (Larasati, 2018). Work placement is defined as the compatibility between individuals and the jobs or tasks they perform in the workplace. This definition includes compatibility (capability) based on the employee's needs and the work equipment available to meet those needs, as well as the job demands and the employee's ability to meet those demands. Priansa (2017), states that placement is placing employees in jobs that match their skills or knowledge or in other words the process of knowing the character or requirements needed to do a job assignment. Hasibuan (2016) states that employee job placement is a follow-up to the selection, placing prospective employees who are accepted in the positions/jobs they need and at the same time delegating authority to these prospective employees. Job placement according to Saputra (2017) is a process of assigning tasks and jobs to workers who pass the selection to be carried out according to a predetermined scope, and are able to take responsibility for all the risks and possibilities that occur on their duties and work, authority, and responsibilities. answer. Based on the opinions of several experts above, it can be said that employee placement is the assignment of tasks to someone who is in accordance with the skills, knowledge, expertise, ability to determine a person's position or position and is able to take responsibility for all risks.

Job Satisfaction

Pratama (2017) defines job satisfaction as a (positive) attitude of the workforce towards their work, which arises based on an assessment of the work situation. Assessment is carried out as a sense of appreciation in achieving one of the important values in the work. Prahara (2020) job satisfaction is a driver of employee and organizational results because job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important. Ganapathi (2016) job satisfaction is an emotional attitude that is pleasant and loves his job. This attitude is reflected by work morale, discipline and work performance. Job satisfaction according to Afandi (2018) is a positive attitude from the workforce including feelings and behavior towards their work through the assessment of one job as a sense of appreciation in achieving one of the important values of the job. Meanwhile, according to Muayyad (2017) it is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction reflects a person's feelings towards his job. This can be seen in the positive attitude of employees towards work and everything that is faced in the work environment. Based on several definitions, it can be concluded that job satisfaction is a positive or negative attitude and a person's feelings of pleasure or displeasure towards his work.

Work Ability

Work ability according to Ghozali (2017) is the ability, skill and strength of an individual in doing work which requires mental thinking in order to solve problems. Muazansyah (2018) defines work ability as how well a worker is currently and in the near future and how capable he is of doing

his job by taking into account the demands of work, health and mental resources. Abilities or abilities according to Oemar (2013) are talents inherent in a person to perform an activity physically or mentally that he has acquired since birth, learned, and from experience. Work ability according to Farlen (2011), ability is one element in maturity related to knowledge and skills that can be obtained from education, training, and an experience. Ability is closely related to the physical and mental abilities possessed by a person to carry out work and not what he wants to do. Based on the above opinion, it can be interpreted that ability is a skill or capacity regarding a skill that is innate from birth to perform various tasks in a job.

Research Design

The research design is shown in Figure 1 below:

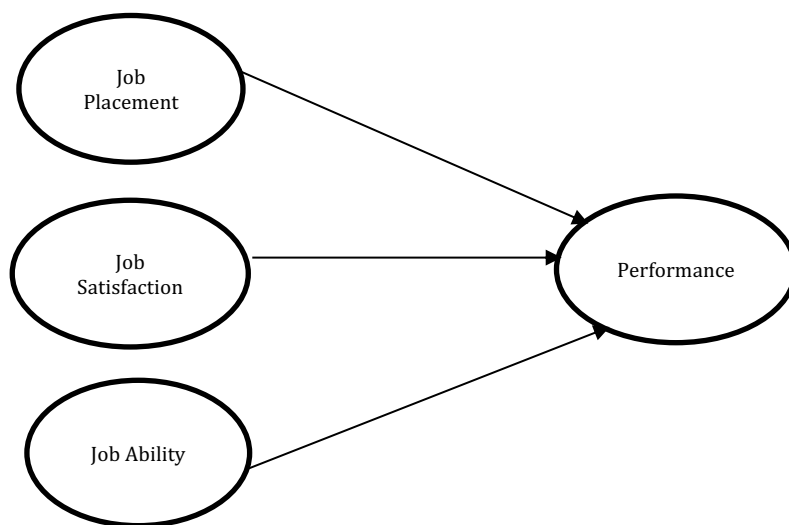


Figure 1. Research Design

3. RESEARCH METHODOLOGY

Quantitative research in this study was conducted by collecting data related to topics using journals that were used as reference sources in obtaining theoretical foundations and ways to analyze data in a systematic, well-planned, and clearly structured manner. For the sample at As-Shofwan Hospital. Researchers took a sample of 60 employees of the As-Shofwan Hospital. The data analysis method that will be used in this research is the path coefficient with the help of the PLS program.

4. RESULT AND DISCUSSION

Outer Loading

Table 1. Outer Loading

	KK	KM	KP	PK
KK3	0,919			
KK4	0,861			
KK6	0,903			
KM1		0,763		
KM3		0,855		

KM4	0,746	
KM7	0,798	
KP1		0,813
KP3		0,899
KP4		0,717
KP6		0,760
KP7		0,759
PK3		0,916
PK4		0,881
PK7		0,793
PK1		0,837

Source: Processed Research Data (2021)

Based on the results above, it shows that all variables have construct reliability and validity values > 0.6 so it can be concluded that all indicators are valid.

Path Coefficient

Table 2. Path Coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
KM -> KK	0,029	0,043	0,087	0,330	0,742
KP -> KK	0,629	0,633	0,095	6,647	0,000
PK -> KK	0,324	0,309	0,072	4,498	0,000

Source: Processed research data (2021)

Discussion

The effect of job placement on employee performance

Based on the results of the analysis of work placement, it is known that there is an influence on the performance of As-Shofwan hospital employees. Evidenced by the results of P Values of 0.000, meaning that work placement partially affects employee performance. This study is not relevant to the results of research from Zuhlhelmi (2017) entitled employee placement does not significantly affect employee performance at the construction company PT. Wirabeton mix Pekanbaru.

The effect of job satisfaction on employee performance

Based on the results of the analysis of work placement, it is known that there is an influence on the performance of As-Shofwan hospital employees. It is proven by the results of P Values of 0.000 which means that job satisfaction partially has no effect on employee performance. This study is in accordance with the results of research from Badrianto (2019) and research conducted by Nabawi (2020). The population and sample are all employees, totaling 81 people. The results show that partially the work environment, job satisfaction and workload have no significant effect on employee performance. Simultaneously the work environment, job satisfaction and workload have a significant effect on the performance of the employees of the Public Works and Public Housing Office of Aceh Tamiang Regency.

The Effect of Work Ability on Employee Performance

Based on the results of job satisfaction analysis, it is known that there is no effect on the performance of As-Shofwan Hospital employees. It is proven by the results of P values of 0.742 which means that the work ability variable has no effect on employee performance. This research is not relevant to the research conducted by Nurhaedah (2018) which explains that work ability affects employee performance.

5. CONCLUSION

This study aims to analyze the effect of job placement, job satisfaction and work ability on employee performance at As-Shofwan hospital. The results obtained that work placement affects employee performance, job satisfaction affects employee performance, and work ability does not affect employee performance. Based on the research assessment in the field, there are many limitations so there are still many things that need to be improved. The results of the research that have been carried out encourage inputs for further researchers in the future should be able to add other variables that have not been discussed before that can affect employee performance, so that they can make broader research and results that can be implemented for better quality human resources.

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