

Factors of Job Placement, Self-Efficacy, and Interpersonal Communication on Employee Performance at PT. Alima Usaha Samudera Shipyard Bulang Tanjungpinang

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Abstract

This study aims to explain the effect of Job Placement, Self-Efficacy, and Interpersonal Communication on Employee Performance. The population in this study were 36 employees at PT. Alima Usaha Samudera Shipyard, Kampung Bulang Tanjungpinang. Sampling with saturated technique, the sample size is 36 employees. This type of research is quantitative research. In the questionnaire, the validity and reliability were tested. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variable Job Placement (X1), Self-Efficacy (X2), and Interpersonal Communication (X3) had a significant effect on Employee Performance. The results of the F test obtained that the F value counted 57.821 with the F table value 2.90 identified that the variable job placement, self-efficacy, and interpersonal communication simultaneously had a significant effect on the employee performance variable (Y). Based on the coefficient of determination test, about 83% of the Employee Performance variable is influenced by the Job Placement, Self-Efficacy, and Interpersonal Communication variables. The remaining 17% is influenced by other factors that are not explained in this study.

Keywords: Job Placement, Self-Efficacy, Interpersonal Communication and Employee Performance.

1. Introduction

The maritime industry in Indonesia is currently showing an increasing market demand. The maritime industry can be defined as all companies or industries related to activities at sea, which include sea transportation, shipbuilding, offshore, research and leisure industries. In Indonesia, marine activities or activities are very high considering that most of Indonesia's territory is the sea, so ships that function as transportation and job tools are needed. The ship is a floating structure that moves on the sea surface (Hutauruk & Rengi, 2014). Rapid technological developments have an impact on changes that occur in the Company, to be able to adapt to technological developments and survive in the competition the Company requires the support of adequate resources. One of the resources that plays an important role in the development of the Company is human resources. Human resources will process other resources by utilizing technology to achieve the Company's goals. One of the important aspects in human resources is performance.

Performance is a record of the results or outcomes produced by certain job functions or activities carried out within a certain period of time. According to Benardin and Russell in Priansa (2014:270), performance is the result produced by certain job functions or activities at certain jobs during a certain period of time, which shows the quality and quantity of the job.

2. Literature Review

Employee Performance

Performance is a system used to assess and find out if an employee has carried out his job as a whole or is a combination of job results (what one must achieve) and competence (how one achieves it). Indicators for measuring employee performance individually According to Robbins in Sagita (2018: 75) are: Quality, Quantity, Effectiveness, and Job commitment

Job Placement

Placement is the process of placing people in assigned tasks or places in accordance with pre-determined requirements. According to Kasmir in Suarni, Yusminah (2016). Employee placement involves several indicators of employee placement itself Yuniarsih and Suwanto (2013), as follows: Education, Job Knowledge, Job Skills, Job Experience, and Age Factor.

Self-Efficacy

According to Kilapong in Kartika, et al (2017) Self-Efficacy is a person's belief in his capacity to achieve success in his job duties and responsibilities. Indicators of self-efficacy According to Bandura in Supriyadi (2016) are: Generality, Magnitude, and Strength

Interpersonal Communication

According to Hardjana in Faidha (2020) Interpersonal Communication is a face-to-face interaction between two people, where the sender can convey the message directly and the recipient of the message can receive and respond directly as well. The indicators used for measuring interpersonal communication According to Wahyuni (2013), as follows: Openness, Empathy, Supportive attitude, Positive attitude, and Equality

Framework

The framejob of thought in this study consists of 4 (four) variables, namely 3 (three) independent variables and 1 (one) dependent variable. The independent variables (independent) used are job placement (X1), self-efficacy (X2), and interpersonal communication (X3). While the dependent variable (bound) used is employee performance (Y). For more details, see the following image:

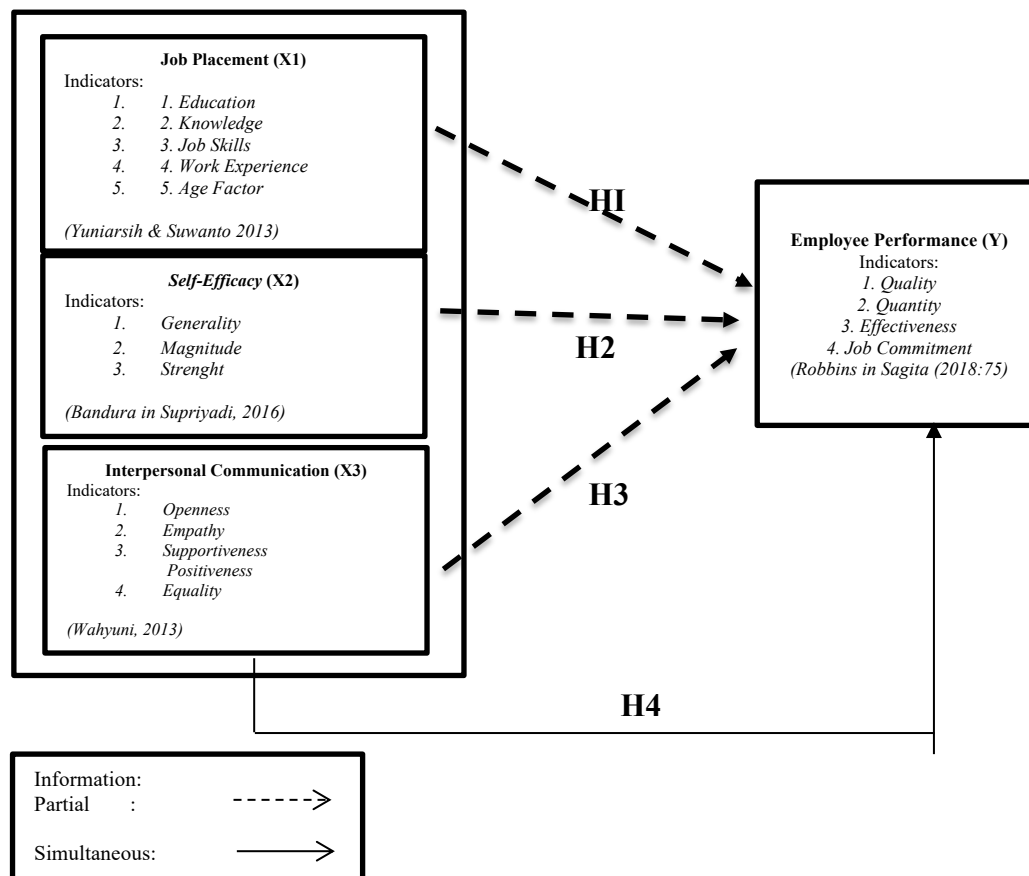


Figure 1. Framework

Hypothesis

Based on the development of these hypotheses, it can be concluded that the hypotheses per variable are as follows:

1. H1: Allegedly Work Placement Affects Employee Performance at PT. Alima Usaha Samudera Shipyard Bulang Tanjungpinang
2. H2: It is suspected that Self-efficacy has an effect on Employee Performance at PT. Alima Usaha Samudera Shipyard Bulang Tanjungpinang
3. H3: It is suspected that Interpersonal Communication has an effect on Employee Performance at PT. Alima Usaha Samudera Shipyard Bulang Tanjungpinang
4. H4: Allegedly Work Placement, Self-Efficacy, and Interpersonal Communication have an effect on Employee Performance at PT. Alima Usaha Samudera Shipyard Bulang Tanjungpinang

3. Methodology

In this study, the author uses quantitative research methods, Sugiyono (2018:15) suggests that quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain samples, data collection using research instruments, quantitative data analysis /statistics, with the aim of testing the established hypothesis.

Population

According to Sugiyono (2018:130) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population in this study were employees at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang and based on data obtained from the PT, there are 36 active people

Sample

According to Sugiyono (2018:139) the sample is part of the number and characteristics possessed by the population. In this study, the sampling technique used is saturated sampling where according to Sugiyono (2018:139) saturated sampling is a sampling technique when all members of the population are used as samples. Therefore, the number of samples in this study is as large as the existing population of 36 people.

4. Result and Discussion

Descriptive Statistics

Descriptive statistics aim to see an overview of the data used in this study. The following are the results of descriptive statistical calculations with SPSS 26 as follows:

Table 1. Descriptive Statistics Test Results.

| Descriptive Statistics | | | | | |
|-------------------------------|----------|----------------|----------------|-------------|-----------------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| KINERJA KARYAWAN | 36 | 29 | 40 | 34.61 | 3.165 |
| PENEMPATAN KERJA | 36 | 35 | 50 | 42.50 | 4.102 |
| SELF EFFICACY | 36 | 32 | 45 | 38.28 | 3.461 |
| KOMUNIKASI INTERPERSONAL | 36 | 33 | 50 | 43.47 | 4.607 |
| Valid N (listwise) | 36 | | | | |

Source: SPSS Processed Data Output Version 26, 2021

Based on the data presented in table 1 above, it is known that in the employee performance variable, the minimum answer of the respondent is 29 and the maximum is 40, with an average total answer of 34.61 and a standard deviation of 3.165. job placement variable, the respondent's minimum answer is 35 and the maximum is 50, with an average total answer of 42.50 and a standard deviation of 4.102. Self-Efficacy variable, the minimum answer of the respondent is 32 and the maximum is 45, with an average total answer of 38.28 and a standard deviation of 3,461. Interpersonal communication variable, the minimum answer of the respondent is 33 and the maximum is 50, with an average total answer of 43.47 and a standard deviation of 4.607.

Validity Test and Reliability Test

Validity test is used to measure whether or not a questionnaire is valid. A questionnaire is said to be valid if the question or statement on the questionnaire is able to reveal something that is measured by the questionnaire (Ghozali, 2016; 152). While the reliability test is a tool to measure a questionnaire

which is an indicator of the construct variable. A questionnaire is said to be reliable or reliable if a person's answer to a question is consistent or stable from time to time (Ghozali, 2016:47). Based on the results of the validity tests carried out, it can be seen that all instruments in this study are declared valid, namely the calculated r value is greater than the r_{table} value of 0.3291 so that all instruments can be used in this study. From the results of reliability using the variables of job placement, self-efficacy, interpersonal communication and employee performance, Cronbach's Alpha value is greater than the suggested Cronbach's Alpha, which is > 0.60 so the instrument is feasible to use in research.

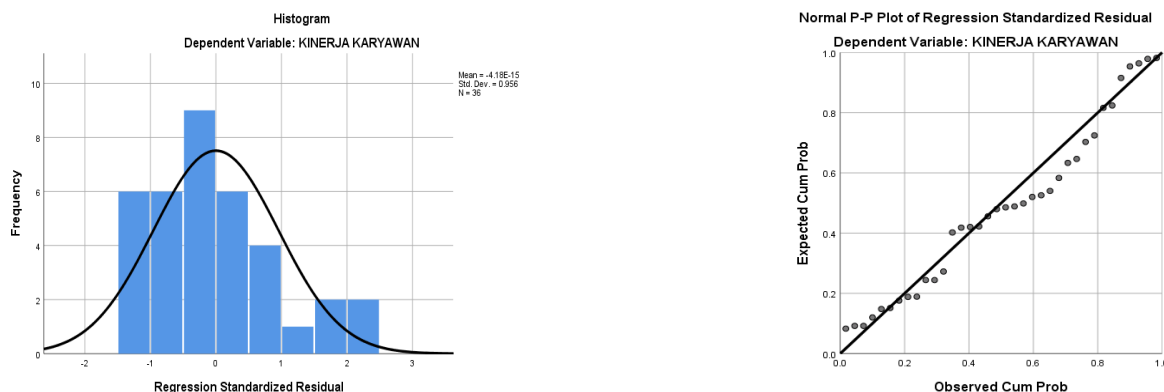


Figure 2, Histogram & P-Plot Graph Results

Source: SPSS Processed Data Output Version 26, 2021

Based on Figures 2 above, the histogram chart shows that the pattern is normally distributed. However, the conclusions on this histogram graph cannot be ascertained for the normality of the data for small amounts. Likewise with the P-Plot graph, at first glance it looks normal because the distribution of the residual data looks close to normal. However, the normality of the results with the P-Plot graph is still not certain. Therefore, to get more definite and convincing results, non-parametric statistical tests were carried out with the Kolmogorov-Smirnov (K-S) test with a significant value above > 0.05 , then the data were normally distributed. The test results using the Kolmogorov-Smirnov test can be seen in table 2 below:

**Table 2. Kolmogorov-Smirnov
One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|-----------------------------------|----------------|-------------------------|
| N | | 36 |
| Normal Parameters ^{a, b} | Mean | .0000000 |
| | Std. Deviation | 1.24896943 |
| Most Extreme Differences | Absolute | .125 |
| | Positive | .125 |
| | Negative | -.073 |
| Test Statistic | | .125 |
| Asymp. Sig. (2-tailed) | | .171 ^c |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS Processed Data Output Version 26, 2021

Based on the Kolmogorov-Smirnov test in table 2 above, it can be seen that the Asymp value. Sig (2-tailed) was 0.171 above 0.05 (> 0.05). This means that the residual data is normally distributed.

Multicollinearity Test

According to Ghazali (2016:103) the multicollinearity test aims to test whether the regression model finds a correlation between the independent (independent) variables.

Table 3. Multicollinearity Test Results

| Model | Collinearity Statistics | |
|--------------------------|-------------------------|-------|
| | Tolerance | VIF |
| 1 (Constant) | | |
| Penempatan Kerja | .626 | 1.170 |
| Self-efficacy | .155 | 1.226 |
| Komunikasi Interpersonal | .140 | 1.229 |

Source: SPSS Processed Data Output Version 26, 2021

Based on table 3 above, it can be seen that the calculation results show the tolerance value of the independent variable has a tolerance > 0.10 and the calculation results of the VIF value show a value of < 10.00 . Thus, it can be concluded that there is no multicollinearity between the independent variables in the regression model.

Heteroscedasticity Test

According to Ghazali (2016:134) heteroscedasticity test is to test whether in the regression model there is an inequality of variance from the residual value of one observation to another observation.

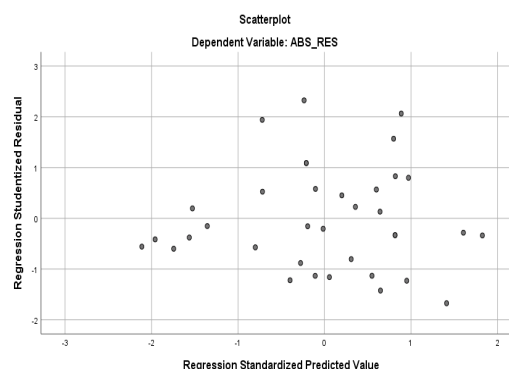


Figure 3. Scatterplot

Source: SPSS Processed Data Output Version 26, 2021

It can be seen in Figure 3 that the points spread randomly, not forming a clear pattern that is clearly spread both above and below the number 0 (zero) on the Y axis. It can be concluded that there is no heteroscedasticity. However, to further strengthen the above statement, heteroscedasticity test was also carried out using the Glejser test method, provided that if the significant value was greater than > 0.05 then there was no heteroscedasticity.

Table 4. Glejser Test

| Model | | Sig. |
|-------|--------------------------|------|
| 1 | (Constant) | .465 |
| | Penempatan Kerja | .265 |
| | Self_Efficacy | .589 |
| | Komunikasi_Interpersonal | .220 |

Source: SPSS Processed Data Output Version 26, 2021

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to measure the strength of the relationship between two or more variables, also shows the direction of the relationship between the dependent variable and the independent variable (Ghozali, 2016: 86). This analysis is used to find out how much the influence of independent variables, namely: work placement (X1), self-efficacy (X2), interpersonal communication (X3), on employee performance (Y). The multiple linear regression equation is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Y = Dependent Variable
 α = Constanta
 $\beta_1 \dots \beta_2 \dots \beta_3$ = Coefficient
 X_1, X_2, X_3, X_4 = Independent Variables
 e = Standard error

Table 5. Multiple Linear Regression Test Results

| Model | | Coefficients ^a | | | | |
|-------|--------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4.028 | 3.959 | | 1.018 | .317 |
| | PENEMPATAN KERJA | .626 | .058 | .812 | 10.756 | .000 |
| | SELF-EFFICACY | .155 | .071 | .170 | 2.196 | .035 |
| | KOMUNIKASI INTERPERSONAL | .140 | .053 | .204 | 2.634 | .013 |

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS Processed Data Output Version 26, 2021

Based on table 5 above, multiple linear regression equations can be arranged as follows:

$$Y = 4.028 + 0.626 (X_1) + 0.155 (X_2) + 0.140 (X_3) + e$$

Partial Test

Table 6. Partial T Test Results

| Model | | Coefficients ^a | | Standardized Coefficients Beta | t | Sig. |
|-------|--------------------------|-------------------------------|------------|--------------------------------|--------|------|
| | | Unstandardized Coefficients B | Std. Error | | | |
| 1 | (Constant) | 4.028 | 3.959 | | 1.018 | .317 |
| | PENEMPATAN KERJA | .626 | .058 | .812 | 10.756 | .000 |
| | SELF-EFFICACY | .155 | .071 | .170 | 2.196 | .035 |
| | KOMUNIKASI INTERPERSONAL | .140 | .053 | .204 | 2.634 | .013 |

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS Processed Data Output Version 26, 2021

The conclusions that can be drawn from the analysis of table 6 above are as follows:

Job placement Variable

Work Placement Variable with a sig value of 0.000 and a tcount of 10,756. This means that the sig value is smaller than the significance level of 0.05 ($0.000 < 0.05$). And based on the comparison of tcount with ttable, it was found that $tcount > ttable$ ($10,756 > 2,037$). So in this case, H1 is accepted and H0 is rejected, so that Work Placement (X1) partially has a significant positive effect on employee performance (Y).

Self-efficacy Variable

Self-efficacy variable with sig value of 0.35 and tcount of 2.196. This means that the sig value is smaller than the 0.05 significance level ($0.035 > 0.05$). And based on the comparison of tcount with ttable, it was found that $tcount > ttable$ ($2.196 > 2.037$). So in this case, H2 is accepted and H0 is rejected, so that Self-efficacy (X2) partially has a significant positive effect on employee performance (Y).

Interpersonal Communication Variable

Interpersonal Communication Variable with sig value 0.13 and tcount 2.634. This means that the sig value is smaller than the 0.05 significance level ($0.013 > 0.05$). And based on the comparison of tcount with ttable, it is found that $tcount > ttable$, but t count has a negative value ($2.634 > 2.037$). So in this case, H3 is accepted and H0 is rejected, so that Interpersonal Communication (X3) partially has a significant negative effect on Employee Performance (Y).

F Test (Simultaneous Testing)

The F test is used to determine the significant level of the effect of the independent variables together (simultaneously) on the dependent variable (Ghozali, 2016: 96).

Table 7. Simultaneous F Test Results

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 295.958 | 3 | 98.653 | 57.821 | .000 ^b |
| | Residual | 54.597 | 32 | 1.706 | | |
| | Total | 350.556 | 35 | | | |

a. Dependent Variable: KINERJA KARYAWAN

b. Predictors: (Constant), KOMUNIKASI INTERPERSONAL, PENEMPATAN KERJA, SELF EFFICACY

Source: SPSS Processed Data Output Version 26, 2021

Based on the table above, it can be concluded that the significance value is 0.000 and the calculated F value is 2.90. This means that the sig value is less than 0.05 ($0.000 < 0.05$). And based on the comparison of Fcount with Ftable (F table = 0.05, df = 32) it is obtained. F count 57.821 is bigger than F table, which is 2.90 ($57.821 > 2.90$). So in this case H4 is accepted and H0 is rejected which indicates that Work Placement, Self-Efficacy, and Interpersonal Communication simultaneously have a significant effect on Employee Performance.

Coefficient of Determination Test (R2)

According to Ghozali (2016: 95), the Coefficient of Determination (R2) essentially measures how far the model's ability to explain the dependent variables is:

Table 8. Coefficient of Determination Test Results (R2)

| Model Summary | | | | |
|----------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .919 ^a | .844 | .830 | 1.306 |

a. Predictors: (Constant), KOMUNIKASI INTERPERSONAL, PENEMPATAN KERJA, SELF EFFICACY

Source: SPSS Processed Data Output Version 26, 2021

Based on table 4.27 above, it can be seen that the Adjusted R Square in this study is 0.830. This shows that 83% of the percentage of the contribution of the influence of the independent variables, namely Work Placement, Self-efficacy, and Interpersonal Communication on Employee Performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang while the remaining 17% is influenced or explained by other factors not included in this study.

Discussion

The Effect of Work Placement on Employee Performance

Based on the results of the tests that have been carried out, the work placement variable has a sig value of 0.000 and a tcount of 10,756. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of tcount with ttable, it was found that $tcount > ttable$ ($10,756 > 2,037$). So in this case, H1 is accepted and H0 is rejected, so that job placement partially has a positive and significant effect on employee performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang. This shows that work placement greatly affects employee performance, appropriate work placement will create good employee performance. This is in line with research conducted by Wulandari, Winarsih (2016), which states that work placement has a positive and significant effect on employee performance at the Srikandi Multipurpose Cooperative. And reinforced by the results of research conducted by Hafis Laksmiana Nur Aldi (2020), which states that work placement has a positive and significant effect on employee performance at the Hanifa Islamic School Foundation.

The Influence of Self-efficacy on Employee Performance

Based on the results of the tests that have been carried out, the results of the second hypothesis test, where the variable Self-efficacy with a sig value of 0.35 and a tcount of 2.196. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of tcount with ttable, it was found that $tcount > ttable$ ($2.196 > 2.037$). So in this case, H2 is accepted and H0 is rejected, so that Self-efficacy partially has a positive and significant effect on employee performance. This shows that the higher the employee's self-confidence, the higher the employee's performance. The results of this study are in line with research conducted by Rinna Ribka Rimper, Lotje Kawet (2014), which states that there is a positive and significant influence between Self-efficacy on employee performance at PT. PLN (Persero) Manado area. And reinforced by the results of research conducted by Jenny Fauziah (2016), which states that there is a positive and significant effect of Self-efficacy on employee performance at PT. Pandu Siwi Sentosa Samarinda.

The Effect of Interpersonal Communication on Employee Performance

Based on the results of the tests that have been carried out, the results of the third hypothesis test, where the Interpersonal Communication Variable with a sig value of 0.13 and a tcount value of 2.643. This means that the sig value is smaller than the significance level of 0.05 (<0.05). And based on the comparison of tcount with ttable, it was found that $tcount > ttable$ ($2.643 > 2.037$). So in this case, H3 is accepted and H0 is rejected, so that interpersonal communication partially has a positive and significant effect on employee performance. This shows that if interpersonal communication is well maintained it will create good employee performance as well. The results of this study are in line with research conducted by Syifa Aulia Gumay, Agus Dermani Daryanto Seno (2018), which states that interpersonal communication has a significant influence on employee performance at PT. Euro Management Indonesia. And reinforced by the results of research conducted by Faidha (2020), stating that interpersonal communication has a significant influence in improving employee performance carried out by family planning field extension workers BKKBN Southeast Sulawesi Province.

The Influence of Work Placement, Self-efficacy and Work Motivation on Employee Performance

The fourth hypothesis testing is that the significance value is 0.000 and the calculated F value is 2.90. This means that the sig value is less than 0.05 ($0.000 < 0.05$). And based on the comparison of F arithmetic with F table (F table = 0.05, $df = 32$) obtained F arithmetic 57.821 is greater than F table which is 2.90 ($57.821 > 2.90$). So in this case H4 is accepted and H0 is rejected which indicates that Work Placement, Self-efficacy and Interpersonal Communication simultaneously have a significant effect on Employee Performance. The conclusions are in line with research conducted by Ali Choiron (2015), which states that simultaneously Self-efficacy (self-efficacy) and interpersonal communication affect the performance of SMPN 1 Kerinci Kanan, Siak Regency.

5. Conclusion

Based on the results of research conducted by the author with the title Factors of job placement, self-efficacy, and interpersonal communication on employee performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang, the following conclusions can be drawn: Partial testing proves that Job Placement has a significant positive effect on employee performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang with a comparison value of tcount with ttable ($10.756 > 2.037$) and a probability value of $0.000 < 0.05$. Partial testing proves that Self-

efficacy has a significant positive effect on employee performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang with a comparison value of t_{count} with t_{table} ($2.196 > 2.037$) and a probability value of $0.35 < 0.05$. Partial testing proves that Interpersonal Communication has a significant positive effect on employee performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang with a comparison value of t_{count} with t_{table} ($2,634 > 2.037$) and a probability value of $0.13 < 0.05$. Simultaneous testing proves that Work Placement, Self-efficacy, and Interpersonal Communication have a significant effect on Employee Performance at PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang with a comparison value of F_{count} with F_{table} ($57.821 > 2.90$) with a probability value of $0.000 < 0.05$, the simultaneous test is declared significant.

Based on the results of the research that has been done, the following are some suggestions that can be given by researchers. It is hoped that the PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang must pay attention to employee work placement because work placement greatly affects the quality of work produced by these employees. It is hoped that the PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang continues to instill or generate confidence for employees by holding training that can add knowledge to employees so that they can raise their confidence again. It is hoped that the PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang continues to hold activities that can maintain employee interpersonal communication in the company so that communication between employees goes well. It is hoped that the PT. Alima Usaha Samudera Shipyard Kampung Bulang Tanjungpinang in the future will continue to try to provide new innovations that have never been held in the company. In further research, hopefully this research can be used as reference material for further research and can be a reference for the development of knowledge about human resources related to work placement, self-efficacy, and interpersonal communication and employee performance. It is hoped that further research can expand research variables that affect employee performance.

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