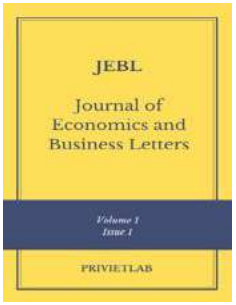


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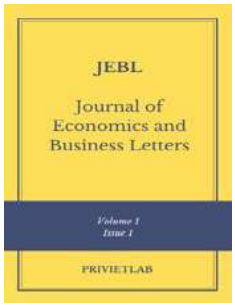


# Effect of employee selection and work placement on employee work achievement at PT Kereta Api Indonesia DAOP 1 Jakarta

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**ABSTRACT**
Inappropriate selection and placement of employees will result in employee performance not being achieved optimally. Companies must pay more attention to recruitment and placement of employees properly and correctly, according to company needs. The purpose of this study was to determine whether selection has a significant effect on employee performance at PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta, and whether employee placement has a significant effect on employee performance at PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta. In this study, data were collected through interviews and questionnaires to 100 employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta with a quantitative approach and using a random sampling technique for sampling. The data analysis techniques used include validity and reliability tests, classical assumption tests using the Ordinary least squares (OLS) method, hypothesis testing through F-tests and t-tests as well as multiple linear correlation tests (R) and coefficient of determination ($R^2$). ) with the help of software SPSS 21.0 For windows. Based on the results of research that has been carried out, the results of the t-test on the recruitment variable are 5.793, greater than the t-table (5.795 > 1.660) and the significance is less than 0.5, namely (0.000 > 0.05). So it can be concluded that there is a positive and significant effect of selection on employee performance at PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta, and the results of the t-test on the employee placement variable are 3,490, greater than the t-table, namely (3,490 > 1,660) and the significance is less than 0.5, namely (0.001 > 0.05). so it can be concluded that there is a positive and significant effect of employee placement on employee performance at employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

**Keywords:** Selection, Employee Placement, Employee Performance

## 1. INTRODUCTION

Employees are the main asset of every company because their role will determine the success or failure of the company in achieving its goals. Every company must always try to obtain and place qualified employees in every position and job so that the implementation of the work is more efficient and effective. The following are some definitions of Selection according to several experts in the field of Human Resources. to (Suparyadi, 2015) defines that, "Selection is a process to select prospective employees who have a match between individual characteristics and the specifications of the job that will be in his lap". Mundandar in (Sinambela, 2016) argues that selection is a recommendation or a decision to accept or reject a candidate for a particular job based on a certain assumption about the possibilities of the candidate to become a successful workforce at his job.

The selection process according to (Widodo, 2015) defines that is the activity of collecting information to determine who will be hired or accepted as company employees, about the company's HR plan, job specifications, legal provisions, applicable procedures, and also the interests of the prospective employees themselves.

Selection according to (Jimmy, 2014) is a series of activities carried out by companies or organizations to be able to make decisions about which of the prospective employees are the most appropriate (qualified) to be accepted as employees and who should be rejected to be accepted as employees. According to (Atikawati, 2016) selection is a material part of human resource management operations, namely procurement, while procurement itself consists of planning, recruitment, selection, placement, and production. The selection process is a special stage used to decide which applicants will be accepted. The process starts when the job applicant and ends with the admission decision. The selection process is a decision for prospective applicants to be accepted or not.

**Traditional Media**

Advertising using media such as newspapers, magazines, professional journals, radio, television, and billboards communicates the workforce needs of companies to the general public. This means that the coverage is wide, and specifically for newspapers and radio media requires a relatively low cost. Radio and television have the widest reach, but their advertising targets are not focused so that they do not attract the attention of specific applicants (which the company wants) directly. Applicants who are wanted by employers to know about job advertisements may be heard by chance on the radio or seen on television or notified by others. However, companies can target advertising targets more focused through certain newspapers or magazines for prospective applicants who have certain competencies. Kompas newspaper is read by the upper-middle class, very suitable for placing advertisements to get prospective managers. SWA business magazine is one of the suitable media to place advertisements to get a marketing manager. Kartini women's magazine is suitable for placing advertisements in order to get female employees with certain competencies for company executive positions.

**Online Recruitment**

Advances in information technology have greatly helped speed up the recruitment process as well as a job search. Through the internet, companies can easily obtain information about job seekers and their competencies so that in a short time the company can contact the job seeker. Today not all applicants feel the need to find work through government agencies or private agencies in the field of manpower, but they are diligent in seeking information directly through the internet. Online recruitment is a more effective and more efficient way than all traditional recruitment media because the internet has a wider reach (worldwide). Internet users are those who are already familiar with information technology, can be accessed at any time, and are not limited by the length of time (while radio and television can be accessed in a limited time both in frequency and duration) so that recruitment times are faster and costs are cheaper. Selection Goal

Every process, including selection and placement, should have a clear objective. This clear goal will be able to guide the team on how it should carry out according to the rules, procedures, and standardized criteria properly and correctly, so that optimal results can be obtained. According to (Suparyadi, 2015) there are several objectives of selection and placement, namely:

1. To get the right person to occupy the right position.
2. To estimate the performance of applicants.
3. Maintain the reputation of the organization.
4. Investment optimization.

**Selection Process**

(Badriyah, 2017) explains that "in the selection process, there are two systems or philosophies, namely the knockout system (successive hurdles) and the compensation system (compensatory approach)". In the knockout system, a participant follows the selection stages one by one in stages. If they do not pass at one stage, the participant is declared disqualified and cannot take part in the next selection stage. As for the compensation system, participants follow the entire selection stage or all the tests given. Participants' pass is determined by evaluating the value or results of all stages or tests taken. High scores on one stage or test can help low scores on another stage or test. Marquis and Huston (2000) mention several steps in the selection process, namely adjusting candidates with educational needs and company credentials, checking references that may be accepted, conducting pre-employment testing processes and physical examinations.

**Placement**

Job placement is an activity carried out to decide whether or not an employee is placed in a certain position within a company. According to Human Resource Management theory, what is meant by placement is the mastery of a person to occupy a position, carry out functions, and carry out certain activities. In other words, placement is the allocation of human resources to do certain jobs.

There are several opinions regarding the meaning of employee work placement:

1. According to Gomes (2003), "placement is one of the most important functions in human resource management, whether or not someone is placed in a certain position depends on the placement, if the placement function is not carried out properly it will automatically have a fatal impact on achieving organizational goals".
2. Hasibuan (2007), "that the right placement of employees is one of the keys to achieving optimal work performance from every employee, both creativity and initiative will develop".
3. According to Sastrohadiwiryo (2004), "said that job placement is the process of assigning tasks and jobs to employees who pass the selection for a predetermined scope andcan take responsibility for all risks and possibilities that occur on job assignments, authority, and responsibility.

Placement is an experimental step that is not a final decision. It is an important manager's job to place people in the right jobs. A person is given a job following the knowledge, skills, and abilities possessed following the job requirements. Mistakes in placing employees in appropriate jobs will get unfavorable results.

**Employee Performance**

Performance comes from the notion of performance. There is also a definition of performance as the result of work or work performance. But actually, performance has a broad meaning, not only the results of work but including how the work process takes place (Wibowo, 2007).

Performance is an achievement or level of success achieved by an individual or an organization in carrying out work in a certain period. Performance can also be interpreted as an achievement achieved in carrying out services to the community in a period. Performance improvement cannot be realized if there is no good management or management, which can encourage institutional efforts to improve performance. Every performance management effort is intended to be used to encourage performance to reach the highest level in every organization (SH. Lawu, MR. Shinta, A. Frimaasa, 2019).

According to Mangkunegara, performance or work performance is the result of quality and quality work achieved by an employee in carrying out his duties following the responsibilities given to him (Mangkunegara, 2013). Meanwhile, according to (Simamora, 2004) Individual Performance is the level of achievement or a person's work of targets to be achieved or tasks that must be carried out within a certain time.

Meanwhile, Mangkunegara (2013) argues that the factors that influence the achievement of performance are the ability factor and the motivation factor. Several factors that affect employee performance include 1) Ability Factor, Psychologically, the employee's ability consists of potential ability (IQ) and reality ability (knowledge + skills). That is, employees who have an IQ above the average (IQ 110-120) with adequate education for their position and skilled in doing daily work, then it will be easier to achieve the expected performance. Therefore, employees need to be placed in jobs that match their expertise; 2) Motivation factor, where motivation is formed from the attitude of an employee in dealing with work situations. Motivation is a condition that moves employees who are directed to achieve organizational goals (work goals); 3) Mental attitude, where the mental condition can encourage employees totry to achieve maximum work performance. Psychophysically prepared mental attitudes are formed because employees have "Capital" and "Creative". Thus, the employee can process the brain actively and agilely, has the desire to progress, is high in curiosity, is energetic, systematic analysis is open to receiving opinions, has high initiative, and has broad-minded focus.

The benefits of performance appraisal according to Toha (2009) are: 1) Managing the organization's operations effectively and efficiently through maximum employee motivation; 2) Assist in making decisions related to employees such as; promotions, transfers, and terminations; 3) Identify employee training and development needs and to provide criteria for selection and evaluation of employee training programs 4) Provide feedback to employees on how their supervisors rate their performance; 5) Provide a basis for award distribution.

## II. METHODOLOGY

The type of research used is quantitative research. Quantitative research can be defined as a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, to test predetermined hypothese (Sugiyono, quantitative research methods, qualitative, 2011). Research is essentially “a scientific activity to obtain correct knowledge about a problem” Mustami (2015).

Based on what has been described previously, this research approach is a causal associative approach, namely the form of a causal relationship, meaning that the state of one variable is caused, determined, and influenced by one or more other variables. The causal associative approach aims to determine the causal relationship between the independent variable (the influencing variable) and the dependent variable (the affected variable), namely the relationship between employee selection (XI) and employee placement (X2) on employee performance (Y). This research was conducted to measure the performance of existing employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta Jalan Pegangsaan Timur No.15-16 RT.1/RW.1 Pegangsaan, RT.1/RW.5, Menteng, Kec. Menteng, Central Jakarta City, Special Capital Region of Jakarta 10310. This research was conducted for 6 months, starting from January - June 2021. The number of samples taken in this study was 100 people who were employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

## III. RESULT AND DISCUSSION

### VALIDITY TEST

The validity test was carried out to determine whether each item in the instrument was valid or not, by correlating the item score with the total score using a computer program, namely SPSS for windows 21.0. If the correlation of each statement item is positive and the magnitude is 0.30 and above (r count r table) then the item is valid, and if the correlation is below 0.30, then the item is invalid, so it must be corrected or discarded (Sugiyono, 2014).

**Table 1. Selection Variable Validity Test (X1)**

| Indicators | r - Statistics | r - table | Description |
|---|---|---|---|
| X1.1 | 0.624 | 0,300 | Valid |
| X1.2 | 0.584 | 0,300 | Valid |
| X1.3 | 0.332 | 0,300 | Valid |
| X1.4 | 0.325 | 0,300 | Valid |
| X1.5 | 0.447 | 0,300 | Valid |
| X1.6 | 0.656 | 0,300 | Valid |

Source: data processed by SPSS 21.0

From the results of the table above, it can be seen that the entire instrument variable selection (X1), in this study has r count > r table, which is at a significant level of 5% and n = 100 r table = 0.300, so it can be seen that the r results of each item are > 0.300. Based on the data above, it means that all statements for all existing selection variables are declared valid so that they can be used as research instruments.

**Table 2. Placement Variable Validity Test (X2)**

| Indicators | r - Statistics | r - table | Description |
|---|---|---|---|
| X2.1 | 0.483 | 0,300 | Valid |
| X2.2 | 0.409 | 0,300 | Valid |
| X2.3 | 0.611 | 0,300 | Valid |
| X2.4 | 0.329 | 0,300 | Valid |
| X2.5 | 0.611 | 0,300 | Valid |
| X2.6 | 0.339 | 0,300 | Valid |
| X2.7 | 0.507 | 0,300 | Valid |
| X2.8 | 0.345 | 0,300 | Valid |
| X2.9 | 0.514 | 0,300 | Valid |
| X2.10 | 0.404 | 0,300 | Valid |

Source: data processed by SPSS 21.0

From the results of the table above, it shows that all instrument variables Placement (X2), in this study have r count > r table that is at a significant level of 5% and n = 100 r table = 0.300, so it can be seen that the r results of each item are > 0.300. Based on the data above, it means that all statements for all existing placement variables are declared valid so that they can be used as research instruments.

**Table 2. Placement Variable Validity Test (X2)**

| Indicators | r - Statistics | r - table | Description |
|---|---|---|---|
| Y.1 | 0.403 | 0,300 | Valid |
| Y.2 | 0.406 | 0,300 | Valid |
| Y.3 | 0.314 | 0,300 | Valid |
| Y.4 | 0.395 | 0,300 | Valid |
| Y.5 | 0.351 | 0,300 | Valid |
| Y.6 | 0.734 | 0,300 | Valid |
| Y.7 | 0.777 | 0,300 | Valid |
| Y.8 | 0.718 | 0,300 | Valid |
| Y.9 | 0.789 | 0,300 | Valid |
| Y.10 | 0.798 | 0,300 | Valid |

Source: data processed by SPSS 21.0

From the results of the table above, it shows that all instrument variables of Employee Performance (Y), in this study have r count > r table, namely at a significant level of 5% and n = 100 r table = 0.300, it can be seen that the r results of each item > 0.300. Based on the data above, it means that all statements for all existing Employee Performance variables are declared valid so that they can be used as research instruments.

**Reliability Test**

The reliability test was conducted to determine the consistency of the answers from time to time obtained by calculating the alpha coefficient with the Cronbach alpha statistical test method (a) using a computer program tool, namely SPSS for Windows 21.0. The alpha value obtained is then compared with the minimum reliability limit value, which is 0.60 and if the reliability coefficient test value is above 0.60 then the items can be trusted (Ghozali, 2013).

**Table 4. Reliability Test Result**

| Variables | Cronbach's Alpha | r - table | Information |
|---|---|---|---|
| X1 | 0.737 | 0,600 | Reliable |
| X2 | 0.689 | 0,600 | Reliable |
| Y | 0.650 | 0,600 | Reliable |

Source: data processed by SPSS 21.0

The results of the reliability test in the table above show that all variables have a large enough Cronbach Alpha coefficient, which is above 0.600, in this study the Cronbach Alpha value is X1 (0.737), X2 (0.689), Y (0.650), so it can be said that all concepts measuring variables from the questionnaire are reliable (reliable) so that the next item in each of these variables is feasible to be used as a measuring tool.

**Normality Test**

This test was conducted to determine that the distribution of data delivery used was normally distributed. This test was carried out using the One-Sample Kolmogorov – Smirnov Test. The data is declared normally distributed if the significance is greater than 5% or 0.05 (p 0.05). Asymp Value. Sig. (2-tailed) (Ghozali, 2013).

**Table 5. Normality Test Results**

**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residual |
|---|---|---|
| N | | 100 |
| Normal Parameters[a] | Mean | .0000000 |
| | Std. Deviation | 2.72879116 |
| Most Extreme Differences | Absolute | .056 |
| | Positive | .056 |
| | Negative | -.036 |
| Kolmogorov-Smirnov Z | | .557 |
| Asymp. Sig. (2-tailed) | | .915 |

a. Test distribution is Normal.

Source: data processed by SPSS 21.0

Based on the output above, it is known that the significance value of 0.915 is greater than 0.05, so it can be concluded that the tested data is normally distributed.

**Autocorrelation Test**

This test is carried out to find out tha t in the regression model

there is/is not a correlation between the members of the observations arranged in chronological order. The detection is done by the Durbin Watson test between the upper limit (du) and 4-du minimum. The data is declared autocorrelation if there is a correlation between the upper limit (du) and the minimum 4-du (Ghozali, 2013).

**Table 6. Autocorrelation Test Results**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin - Watson |
|---|---|---|---|---|---|
| 1 | .627a | .393 | .380 | 2.757 | 1.605 |

Source: data processed by SPSS 21.0

Based on table above, Summary model, the Durbin-Watson value (DW count) is 1,605. Based on the predetermined criteria, D-W > dU > dL, this means that there is no autocorrelation. So the conclusion is that the autocorrelation test is met.

**Multicollinearity Test**

This test is conducted to determine whether in the regression model a correlation between independent variables is found or not. Perfect regression should not occur correlation between independent variables. To determine the presence or absence of multicollinearity, it is done by using the Variance Inflation Factor (VIF) with the basis for making decisions, namely if:

a. VIF value or tolerance value 0.10 then there is a correlation that is too large between one independent variable and other independent variables (multicollinearity occurs)
b. VIF value < 10.00 or tolerance value > 0.10 then there is no multicollinearity (Soegeng Soetedjo and Safrina Mursida, 2014).

**Table 7. Multicollinearity Test Results**

| Model | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|
| | B | Std. Error | Beta | t | Sig. | Tolerance | VIF |
| 1 (Constant) | 5.176 | 4.613 | | 1.123 | .264 | | |
| Selection | .621 | .107 | .479 | 5.793 | .000 | .916 | 1.091 |
| Placement | .326 | .104 | .289 | 3.490 | .001 | .916 | 1.091 |

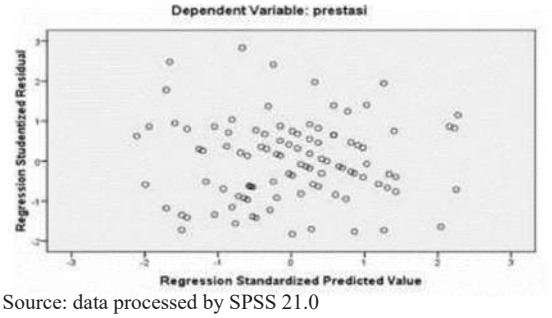
Source: data processed by SPSS 21.0

Based on the output above, it can be seen that the tolerance value of the recruitment and placement variable is .916, which is greater than 0.10, meanwhile, the VIF value of the recruitment and placement variable is 1,091, which is smaller than 10. So it can be concluded that there is no multicollinearity.

**Heteroscedasticity Test**

This test is conducted to determine whether in the regression model there is an inequality of variance from one observation to another. If the variance inequality from one observation to another observation remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one with homoscedasticity or no heteroscedasticity. The detection is done by looking at the graph plot between the predicted value of the dependent variable, namely ZPRED, and the residual SRESID. Detection of the presence or absence of heteroscedasticity can be done by looking at the presence or absence of certain patterns on the scatterplot graph between SRESID and ZPRED. When the pattern shows the points that spread above and below zero on the Y axis, then there is no heteroscedasticity (Ghozali, 2013).

**Figure 1. Scatterplot Graph Results**




Source: data processed by SPSS 21.0

Based on the scatterplot output above, it can be seen that the graph shows points that spread above and below zero on the Y-axis and do not form a certain clear pattern, so it can be concluded that there is no heteroscedasticity problem.

**Multiple Linear Regression Test**

Multiple linear regression analysis aims to determine the effect of employee placement and selection process on employee performance at PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta. The results of data processing using the SPSS version 21.0 program

**Table 7. Multicollinearity Test Results**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 5.178 | 4.613 | | 1.123 | .264 |
| | Selection | .621 | .107 | .479 | 5.793 | .000 |
| | Placement | .326 | .104 | .289 | 3.490 | .001 |

a. Dependent Variable: Employee Performance
Source: data processed by SPSS 21.0

Based on the table above, the following multiple linear regression equation is obtained:

**Y = 5.178 + 0.621X1 + 0.362X2**

a. The constant value of 5.178 means that if the variable of employee placement and recruitment process = 0, then the employee's performance is 5.178
b. b2 = 0.621 means that every change in the selected variable is 1 unit, then the employee's performance is 0.621 with the assumption that other variables are fixed.
c. b1 = 0.362 means that every change or increase in the employee placement variable is 1 unit, the employee performance is 0.362 with the assumption that the other variables are fixed.

**Coefficient of Determination ($R^2$)**

Multiple linear correlations is used to calculate the close relationship between employee placement variables, the selection process, and employee performance. Based on the results of the calculation of multiple linear correlations through a computer program, namely SPSS for windows version 21.0, the values of the correlation coefficient (R) and the coefficient of determination ($R^2$) are as follows.

**Table 9. Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .627a | .393 | .380 | 2.757 |

Source: data processed by SPSS 21.0

Based on the results of the analysis obtained an R-value of 0.627, which indicates that the value obtained has a strong influence. This shows that there is a very close relationship between the selection process, employee placement, and employee performance simultaneously. From the results of data analysis, it can be concluded that there is a very significant influence (sig. <0.05) between employee selection and placement on employee performance. The analysis of determination in multiple linear regression is used to determine the percentage of the contribution of the influence of the independent variables (X1, X2, ... ... Xn) simultaneously on the dependent variable (Y). This coefficient shows how big the percentage of the independent variable used in the model can explain the dependent variable. R2 is equal to 0, then there is not the slightest percentage contribution of the influence given by the independent variable to the dependent variable, or the independent variable used in the model does not explain the dependent variable at all. On the other hand, R2 is equal to 1, then the percentage contribution of the influence given by the independent variable to the dependent variable is perfect or the independent variable used in the model explains 100% of the dependent variable.

Based on the table, the number of R2 (R Square) is 0.393 or (39%). This shows that the percentage of employee placement contributions, the selection process on employee performance is 39% while the remaining 71% is influenced or explained by other variables not included in this research model.

Adjusted R Square is the value of R Square that has been adjusted, this value is always smaller than R Square and this number can have a negative value. For regression with more than two independent variables, Adjusted R2 is used as the coefficient of determination. The value is 0.380 (39%).

Standard Error of the Estimate is a measure of prediction error, the value is 2,757. This means that the error that can occur in predicting the Y variable (employee performance) is 2,757.

**Hypothesis testing**

Simultaneous test (F-Test) is used to test the significance of the hypothesis of the effect of independent variables consisting of: selection, employee placement on the dependent variable, namely employee performance together (simultaneously).

**Table 10. ANOVA**

| Model | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| 1 Regression | 476.456 | 2 | 238.228 | 31.346 | .000a |
| Residual | 737.184 | 97 | 7.600 | | |
| Total | 1213.640 | 99 | | | |

Source: data processed by SPSS 21.0

Based on the calculation results, it is obtained that the F-count value is greater than the F-table value (31,346 > 2.70) and significant F is less than = 0.05 (0.000 < 0.05), then simultaneously variable employee placement, selection process positive and significant effect on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

**Partial Test (t Test)**

Partial test (t-test) is used to show how far the influence of one independent variable consisting of: recruitment, employee placement in explaining the dependent variable, namely employee performance partially. Based on the results of the calculation of the t-count value and its significance, it is obtained as follows:

**Table 11. Coefficient**

| Model | | t-statistics | Sig. |
|---|---|---|---|
| 1 | (Constanta) | 1.123 | .264 |
| | Selection | 5.793 | .000 |
| | employee placement | 3.490 | .001 |

Source: data processed by SPSS 21.0

**1. the influence of the selection process on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta**

The next hypothesis proposed to partially test the effect of the selection process on the performance of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta employees is as follows: The formulation of the hypothesis in this study are:

$H_0: \beta_1 = 0$ there is no influence of the selection process on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta

$H_0: \beta_1 \neq 0$ there is an influence of the selection process on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta

The results of the t-test on the recruitment variable resulted in the at-count value of 5.793 with a significance (P-value 0.001). The t-count value is greater than the t-table, namely 1.660 (5.793> 1.660) and the significance is smaller than 0.05, namely 0.00, (0.000 < 0.05). So it can be concluded that there is a positive and significant influence on the cells process on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

**2. The effect of employee placement on employee performance of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta**

The hypothesis proposed to partially test the effect of employee placement on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta is as follows: The formulation of the hypothesis in this study is:

$H_0: \beta_1 = 0$ there is no effect of employee placement on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta

$H_0: \beta_1 \neq 0$ there is an effect of employee placement on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

The results of the t-test on the Employee Placement variable resulted in a t-count value of 3,490 with a significance (P-value of 0.001). The t-count value is greater than the t-table, namely 1.660 (3,490> 1.660) and the significance is smaller than 0.05, namely 0.001 (0.001 < 0.05). So it can be concluded that there is a positive and significant effect of employee placement on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

## IV. CONCLUSIONS

1. The selection process has a significant determination on employee performance, it is proven that the t-count value is greater than the t-table, namely 1.660 (5.793> 1.660) and the signal is significantly smaller than 0.05, namely 0.000 (0.000 < 0.05). So it can be concluded that there is an influence on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

2. Employee placement has a significant determination on performance, it is proven that the t-count value is greater than the t-table, namely 1.660 (3,490> 1.660) and the signal is significantly smaller than 0.05, namely 0.001 (0.001 < 0.05). So it can be concluded that there is an influence on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.The results of the t-test on the Employee Placement variable resulted in a t-count value of 3,490 with a significance (P-value of 0.001). The t-count value is greater than the t-table, namely 1.660 (3,490> 1.660) and the significance is smaller than 0.05, namely 0.001 (0.001 < 0.05). So it can be concluded that there is a positive and significant effect of employee placement on the performance of employees of PT Kereta Api Indonesia (Persero) DAOP 1 Jakarta.

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