



AN EFFECTIVENESS MODEL IN EMPLOYEE PERFORMANCE WITH RIGHT TARGET RECRUITMENT AND JOB PLACEMENT POLICIES

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ARTICLE INFO	ABSTRACT
Date received : Revision date : Date received : <hr/> <i>Keywords:</i> Recruitment, Selection, Job Placement and Employee Performance Policy	This research is useful to be carried out in a company formed by the kelambir lima sub-district office in fulfilling national regulations as a manager and community service. The problem underlying this research is the policy of recruitment, selection, simultaneous and partial job placement which has a positive and significant effect on employee performance. From the results of the F test simultaneously/simultaneously the recruitment policy, selection, work placement performance of one employee at the output in the village of Kelambir Lima. employee performance. While the Test of Determination of Headjusted R square is 99.1%, the variation in performance can be explained by the independent variables from recruitment, selection, and a 1% job placement policy. by other independent variables such as compensation, leadership style and work environment.

INTRODUCTION

The success of an organization is influenced by the individual performance of its employees, an organization will seek to improve the performance of its employees in the hope that the company's goals can be achieved. Performance is basically what employees do or don't do. Employee performance is what influences how much they contribute to the organization, including the individual's ability to do the job, the level of effort devoted, and organizational support. Mathis and Jackson (2010: 159). Thus, performance is the most important thing for the organization

jun or company as well as for the employees themselves. Employees are a valuable asset for a company in achieving its goals The main focus of Human Resource Management (HR) is to contribute to the success of the company.

with the aim that expectations and goals can be achieved

As in the implementation of regional autonomy. In line with the opinion that "autonomy" is synonymous with "autonomy", then to organize and manage their own households, the village needs adequate funds or costs to support the implementation of its authority. The Village Fund Policy is stipulated by the government through Government Regulation No. 60 of 2014 concerning Village Funds sourced from the State Revenue and Expenditure Budget. This policy is intended to create a strong, advanced, independent and democratic village, so that the role and potential of the village must be empowered.

Before this village fund policy was enacted, there was already a policy which was essentially to finance the village government, development and community sectors, namely the Village Fund Allocation. Allocation of Village Funds is allocated from Regional Income and Expenditures. Thus the village fund policy is a new policy resulting from the development of previous policies, which is directed at improving the welfare of rural communities, the quality of human life, and poverty alleviation. The village fund policy has been implemented since the 2015 fiscal year. Until 2017 the government has allocated a village fund ceiling sourced from the state budget of 127.6 trillion rupiah for 74,954 villages in Indonesia. In the 2015 budget year, IDR 20.7 trillion was allocated and in 2016 IDR 46.9 trillion (tribunnews.com/national/2015).

Referring to Government Regulation No. 72 of 2005 concerning Villages where the Implementation of Village Government Affairs which is the Village Authority is funded from the Village Revenue and Expenditure Budget and village government assistance in accordance with the letter of the Minister of Home Affairs Number: 140/640SJ dated 22 March 2005 concerning Guidelines for Village Fund Allocation from the district government to the government villages, as well as Regulation of the Minister of Home Affairs Number 3 of 2007 concerning Guidelines for Village Financial Management.

Villages have the right to obtain Regional Tax and Regional Retribution Revenue sharing as well as a share of the Central and Regional Financial Balancing Funds received by the district according to government regulation number 72 of 2005 article 68, the acquisition of the village financial share from the district is distributed through the village treasury in accordance with article 2A Law number 34 of 2000 concerning amendments to Law number 18 of 1997 concerning Regional Taxes and Levies. Through

The provisions of this regulation clearly mandate the district government to allocate balancing funds received by the district to villages by taking into account the principles of justice and ensuring equity. The provision of Village Fund Allocations is a manifestation of fulfilling village rights to carry out its autonomy so that it grows and develops following the growth of the village itself based on diversity, participation, genuine autonomy, democratization, community empowerment and increasing the role of village government in providing services and improving community welfare and accelerating acceleration. development and growth of strategic areas. So that this can develop lagging areas in a development area system.

Village development planning as referred to in Government Regulation Number 72 of 2005 article 64 paragraph 1 and paragraph 2 is prepared in a timely manner including the Village Medium Term Development Plan (RPJMDes) for a period of 5 years and the Village Development Work Plan, hereinafter referred to as the RKPD, which is the elaboration of the RPJMD for the long term. within 1 year, the Village Mid-Term Development Plan is stipulated in a village regulation and the village development work plan is stipulated in a Village Head Decree based on Regional Regulations. Implementation of Village Fund Allocation is carried out through physical and non-physical related to village development indicators, village development indicators include, level of education, level of income, level of health. By granting Village Fund Allocations so far, physical development has been considered relatively sufficient to meet village infrastructure and facilities, however, some villages are still far from physical development. In relation to the provision of Village Fund Allocations in Deli Serdang Regency, the district government has issued regulations through Perbup No. 15 of 2013 concerning the mechanism for channeling Village Fund Allocations and the Regent's decision no. 126-55 / K /2013 concerning determining the amount of Village Fund Allocation. Where, Village Fund Allocation in each sub-district is assistance in the form of funds allocated to all villages/sub-districts in Klambir 5. Villages/sub-districts where the purpose of this program is to finance village government programs.

In carrying out government activities, development and empowerment of village communities. however, some villages are still far from physical development. In relation to the provision of Village Fund Allocations in Deli Serdang Regency, the district government has issued regulations through Perbup No. 15 of 2013 concerning the mechanism for channeling Village Fund Allocations and the Regent's decision no. 126-55 / K /2013 concerning determining the amount of Village Fund Allocation. Where, Village Fund Allocation in each sub-district is assistance in the form of funds allocated to all villages/sub-districts in Klambir 5. Villages/sub-districts where the purpose of this program is to finance village government programs. In carrying out government activities, development and empowerment of village communities. however, some villages are still far from physical development. In relation to the provision of Village Fund Allocations in Deli Serdang Regency, the district government has issued regulations through Perbup No. 15 of 2013 concerning the mechanism for channeling Village Fund Allocations and the Regent's decision no. 126-55 / K /2013 concerning determining the amount of Village Fund Allocation. Where, Village Fund Allocation in each sub-district is assistance in the form of funds allocated to all villages/sub-districts in Klambir 5. Villages/sub-districts where the purpose of this program is to finance village government programs. In carrying out government activities, development and empowerment of village communities. the district government has issued regulations through Perbup No. 15 of 2013 concerning the mechanism for channeling Village Fund Allocations and the Regent's decision no. 126-55 / K /2013 concerning determining the amount of Village Fund Allocation.

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Klambir Village 5 is a village in Deli Serdang Regency. The Village Fund is a stimulant assistance as a stimulus fund to encourage and finance the Klambir 5 Village government program which is supported by the participation of community self-help in carrying out government activities and community empowerment. Given the economic problems experienced by the villagers of Klambir Village 5 . The average economic activity in the MSME sector, which is uncertain about the success of its income, will also make economic life uncertain. It can be analogized that the Allocation of Village Funds and Village Funds are General Allocation Funds or Special Allocation Funds for Klambir Villages 5 , and for Klambir Village villages 5 Village Fund Allocations and Village Funds are the main sources of financing for the community because there are indeed limited resources.

However, based on information obtained from the community, village apparatus and the village head of Klambir Village 5 do not position the Allocation of Village Funds and Village Funds as a stimulant for community empowerment, the Allocation of Village Funds and Village Funds are only allocated for infrastructure and physical development which are of short term benefit or have a small contribution for the welfare of society. The lack of direction in the distribution of Village Fund Allocations and Village Funds in Desa Klambir 5 so far can be seen from the fact that village government officials have only allocated Village Fund Allocation and Village Fund budgets for the physical repair/improvement of roads, buildings, drainage and others. The village government apparatus of Desa Klambir 5 did not direct the Village Fund Allocation and Village Fund budgets for more productive financing, for example the establishment of BUMDes, Village Bank, Village Market,

LITERATURE REVIEW

2.1. Efficiency

Efficiency is employee development aimed at increasing the efficiency of labor, time, raw materials, and reducing the flow of machines. Damage is employee development that aims to reduce damage to goods, production and machinery because employees are getting more skilled and skilled in carrying out their work. Accidents that affect employee development in reducing employee accident rates, so that the amount of medical expenses incurred by the organization is reduced. Service is employee development aimed at improving good service from employees to organizational customers, because the provision of good service is a very important attraction for the stakeholders of the organization.

2.2. Moral

Morale is the development of employee morale which will be better because their skills and skills are in accordance with their work so they are enthusiastic about completing their work properly. Career is an opportunity that is owned by an employee in order to increase the employee's career is getting bigger, because of Skills expertise, and better work performance. The skills of an employee when working are very influential in the development of a company or institution. Because an employee has potential. Skills that have positive results have good performance in improving the quality of service at work.

Skills an employee is the most important factor in the success process for achieving a target set by the company or institution. To provide the best service from an employee to the community. Skills as skills related to the tasks that a person has at the right time. An employee must have Skills as Skills abilities when ordered by the leadership to be able to carry out the tasks given.

Skills A person can be seen from the performance of the employee, by improving the quality possessed by an employee at work as well as employee Skills strategies that will affect the expertise of employees in carrying out their duties. Skills greatly affect the nature of employees in one's level of success. With Skills, an employee can create a better life, can increase his confidence in the work environment, can relate and cooperate with other people, and can get to know the character of his customers.

The skills of an employee in the world of work also require attitudes, such as: a) Intelligence, namely the attitude of a person's ability to think, understand broad ideas about various knowledge, as well as solving various problems that can help an employee when he encounters problems that occur in a Creative environment, namely the attitude of a person's ability to find ideas in unique forms that are not yet owned or different from others. The creative attitude of an employee cannot develop by itself, but the thought of creating something new comes from his environment

2.3. Discipline

Discipline, namely the attitude of a person's ability to comply with a regulation, such as an employee who obeys work regulations in the company or institution. Interacting with communication, namely the attitude of a person's ability to communicate smoothly in establishing familiarity and in order to be able to work well with customers An employee has good skills. can address values, character, organizational practices in improving the ability of employees to meet high work demands, can be done in several ways, namely: 1) Control, namely giving employees the authority to control decisions about how they do their work 2) Strategy or vision, which offers employees a vision and direction that makes them committed to working hard 3) Work challenges, namely giving employees work stimulation that can develop new skills 4) Work challenges, namely providing employees with work stimulation that can develop new skills 5) Collaboration and teamwork, namely forming a team to do a job 6) Work culture, namely building an environment and atmosphere of openness, interesting, fun, and full of appreciation Providing benefits, namely compensating employees for finish the job well .

According to Johnson in Ernawan (2017: 2) Ethics is a branch of philosophy, the aim of which is to study behavior, both moral and immoral, with the aim of making reasonable considerations and finally arriving at adequate recommendations that can certainly be accepted by a certain group or individual. According to Wiley in Ernawan (2017: 3) that ethics has an effect on moral obligation, responsibility, and social justice. Ethics in a more contemporary way reflects the character of companies which are individuals. Webster (2017:45), ethics is defined as a belief that serves as a guide to behavior for a person, group, or institution. So, the work ethic can be interpreted as a doctrine about work that is believed by a person or group of people as good and right, which is manifest in a distinctive way in their work behavior. Meanwhile, Harsoni and Santoso (2016: 35) also state that work ethics is a work spirit that is based on certain values or norms. In general, work ethics functions as a permanent driving force for individual actions and activities. According to Ernawan (2017:24)

2.4. Work Ethics.

The function of work ethics are:

- 1) Drivers for the emergence of actions Work ethics can be a driving force for actions, where work ethics can make individuals or groups perform actions in order to achieve the desired things.
- 2) Enthusiasm in activities In carrying out a good daily activity whether individually or in groups, work ethics can make it more enthusiastic in carrying out these activities. So that the desired results can be achieved.
- 3) Driving Like an engine for a big car, work ethics can move individuals or groups of people to want to do something to achieve what they want, so that an agreement is created in achieving these targets.

Work Ethics Function In general, work ethics functions as a permanent driving force for individual actions and activities. According to Ernawan (2017: 14) the functions of work ethics are:

- 1) Drivers for the emergence of work ethics can be a driving force for actions, where work ethics can make individuals or groups able to do an act in order to achieve what you want
 - 2) Passion in Activities In carrying out a daily activity either individually or in a group, work ethics can make it more enthusiastic in carrying out these activities. So that the desired results can be achieved.
 - 3) Driving Like an engine for a big car, work ethics can move an individual or a group of people to want to do something to achieve what they want, so that an agreement is created in achieving the target.
- c. Work Ethics Theory According to Bertens (2010:66) ethics theory, namely: 1) Utilitarianism Utilitarianism comes from the Latin word utilis which means useful. According to this theory, an action is good if it brings benefits, but those benefits must involve not only one or two people but society as a whole.

METHOD

Theory research based on the approach in this study is a qualitative/associative approach. According to Rusdi, et al (2014: 12) "a qualitative/associative research approach is research that aims to determine the degree of relationship and pattern/form of influence between two or more variables.

Where with this research a theory will be built that functions to explain, predict and control a symptom.

The research was carried out with the following work procedures or stages:

1. Preparation phase

In the preparatory stage the research team made preparations in the form of theoretical studies related to the research being carried out, discussions, sharing knowledge and searching for literature were activities at this stage.

2. Implementation Stage

The implementation of the research begins with making a portable generator design and calculating the components needed in the study, then assembling the components according to the drawings that have been made, then carrying out tests and experiments on the tools that have been assembled, then taking data from the results of the experiments that have been made. carried out, and analyze the data obtained and discuss it.

3. Reporting Stage

At this stage the researcher and the team make a report on the results of the research conducted to the LPPS, by making a written report according to applicable standards, then attending a seminar to disseminate research results, and writing them in a National Journal as a scientific publication.

4. Observed Parameters

The parameters observed in this study are:

1. Research variables include what variables will be studied. In this study using 3 (three) independent variables namely
2. The first independent variable is the benefits of Village Fund Allocation (X1), the second independent variable is the benefits of Village Funds (X2), the third independent variable is village policy (X3) and 1 (one) dependent variable, namely Community Welfare (Y).

This research will be conducted in the village of Klambir 5, Deli Serdang Regency. This type of research is quantitative by using discrete data and continuum data, namely data obtained in the form of numbers or numbers originating from literature and experiments or measurements. The scope of research is the utilization of New and Renewable Energy (EBT).

The data revealed in the research can be divided into three types, namely: facts, opinions and abilities. This study aims to see the ability of portable generators, to measure ability is through tests or experiments, thus in this study data collection techniques were obtained by observing and carrying out experiments or measurements on portable generators, so that conclusions were obtained.

This research does not use a population and sample, because the research data used does not come from questionnaires, interviews or observations, but from experiments and measurements taken.

The built public complaint system will only be used within the Universitas Pembangunan Pancabudi work environment, not for complaints to the Langkat Regency Government in general. This public complaint system will be used to serve types of complaints related to general complaints, providing advice, and requests for information/data The mobile-based application that will be built is an Android system-based application, not an iOS operating system or other mobile operating systems. The mobile application that is built is still in the form of an APK file resulting from a build release, and published to the Google Play Store.

The techniques used in data collection are as follows:

Data collection is needed to further explore the problems raised in the preliminary stages, as well as to obtain data that will later be used in building this Mobile-Based Online Service Complaint System. Data collection was carried out using a method that is commonly used, given that there is no specific data related to statistics or comparison of numbers, the authors only use the method Interviews and direct observation to collect the necessary data and information.

4. RESULT

Entire data collection will be carried out at the University Quality Assurance Center Office.

1. Observation

Observation is a data collection technique that is carried out through an observation, accompanied by records of the condition or behavior of the target object (Abdurrahman Fatoni, 2011). Then according to Nana Sudjana, observation is systematic observation and recording of the symptoms studied (Nana Sudjana, 1989). Observation techniques are systematically observing and recording the phenomena investigated. In a broad sense, actual observation is not only limited to observations made either directly or indirectly (Singarimbun Masri, 1995).

Based on some of the references above, there is a similarity in meaning where observation is an activity in which it requires direct observation by researchers to collect data and information needed in formulating solutions. Observations were made by observing and being directly involved in the process of handling complaints received by PPMU, during which the research was carried out.

Interviews are conversations and questions and answers that are directed to achieve a certain goal. This interview aims to gain knowledge about subjective meanings that are understood by individuals regarding the topic under study. In other words, through interviews, more detailed information will be found from each subject according to their respective positions and structures, because the interviewer directly meets the respondent, the response rate is also higher than using a questionnaire (Muri Yusuf, 2017). This will be very useful later in compiling business process flows that will be carried out in this online complaint service later. Subjects to be interviewed in this study are:

- a. Ka. UNPAB University Quality Assurance Center.
- b. Ka. UNPAB Academic Quality Assurance Division
- c. Ka. Internal Quality Assurance Division

Through the observation and interview activities conducted in this study, it is hoped that it will produce some information related to the following matters:

- a. Conditions of complaint service at PPMU.
- b. Problems that arise during the complaint handling process are carried out using the Google form.
- c. UNPAB ICT infrastructure and equipment conditions.
- d. Human Resources (HR) needed to manage online complaint services.

In this study, there are 2 (two) data analysis techniques, namely:

According to the title proposed in this study, the author will build a mobile-based online community complaint system which has so far been carried out using the Google form and through the medium of suggestion boxes and submission directly to PPMU. Therefore, in conducting an analysis of the running system, the author will observe the entire process that occurs from the time the complaint is received to the return report on the actions taken against the complaint.

Infrastructure is the media used to present applications (delivery) to users, both the community and managers. The application infrastructure must be able to make the application accessible online using the internet network. Infrastructure requirements of course adjust to the application load. For the initial implementation phase, minimum infrastructure specifications will be used, which later when an evaluation is carried out, the optimal needs will be found. To meet these needs, the infrastructure needed is:

- a. *servers*, with a minimum specification of 4 core CPU, 8GB of RAM, and 100GB of storage.
- b. Dedicated internet connection for accessibility and application connections of at least 10 mbps.
- c. Internet connection for each management room at the Ministry of Communication and Informatics is at least 5 mbps.
- d. *PC/ Laptops*, printers and scanners to manage applications, upload and print documents from applications.

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