



# Employee Performance Achievement Through application of principles “the right man in the right place” in organizational structure at the foundation miftahussalam islamic education Medan

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## ABSTRACT

Employees have a major role in every organizational activity, because employees become planners, actors, and determinants of the realization of organizational system goals. Organizational goals will be easier to achieve if employees are placed in positions that match their competencies. Therefore, it is very necessary to have a good organizational structure where in the organizational structure one of the management principles is applied, namely "The Right Man In The Right Place". This study aims to determine the effect of organizational structure on the performance of employees of the Miftahussalam Islamic Education Foundation Medan. Sampling technique using linear regression method and product moment correlation. This study also uses the determinant analysis technique to see the percentage of the contribution of the independent variable (X) in influencing the dependent variable (Y). Hypothesis testing was carried out using the -t test at a significant level of 0.05 for a two-way test at degrees of freedom (dk) = n-2. The independent variable used in this study is Organizational Structure (X) with 7 indicators, namely Division of Work Activities, Organizational Restructuring, evaluation of organizational structure, job placement, education level, work experience and employee skills. The dependent variable in this study is performance with 7 indicators, namely office equipment, work equipment, performance motivation, job description, leadership style, performance evaluation and cooperation. Based on the t-test,.

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## 1. Introduction

Every human being has their own uniqueness. Characters that are different from one another make them not uniform. When entering the topic of teamwork about teamwork, the division of labor based on their abilities is absolutely necessary. To achieve its goals and avoid mismanagement of human resources, the principle of the right man in the right place is needed. In a simple sense, the right man in the right place is placing people according to their expertise. A team will be able to move faster if the people in it take care of things according to their expertise.

Indeed, the urgency of implementing the concept of the right man on the right place (the right person is in the right place) is one of the goals of realizing professional Human Resources. The right management of human placement and in accordance with their competencies will have an impact on optimal performance and will make the company better, but if it is not right, it will make employees or the company lose. Human Resource Management in terms of personnel placement is very important to be more attention, the principle of The Right Man on The Right Place in a government and private organization is a serious concern for all of us.

In the placement of employees, it is also necessary to pay attention to the compatibility between the interests, talents, knowledge, skills and expertise of employees clearly and the level of positions entrusted to them. By placing employees in accordance with these principles, it is expected to improve employee performance so that organizational goals can be achieved.



The principle of The Right Man on The Right Place can be applied in a good organizational structure. Organizational structure is defined as “the system used to define the hierarchy in an organization. It identifies each job, its function and where it reports into the organization.” A structure is then developed to define how the organization operates to carry out its objectives.

According to Gill Corkindale of Harvard University “Poor organizational design and structure produce perplexing contradictions: confusion in roles, lack of coordination between functions, failure to share ideas, and slow decision making makes managers complex, stressed and conflicted.”

A company organizational structure is made based on work patterns and responsibilities within the company. If a company has a clear company structure, then the company has the following advantages:

1. Help achieve company targets or goals faster
2. Clear employee job description
3. Coordination between units, functions or sections as well as clearer division of authority and responsibility.
4. Able to reduce internal conflicts that can occur within the company.
5. Improve employee morale and motivation because there is a clear career path.

## **2. Methods**

The data analysis technique in this study used the linear regression method. Regression analysis is one of the existing methods in statistical science, and is still widely used today. The main purpose of this regression analysis is to see the causal relationship that occurs between one variable and another. The causative variable of the regression is also known as variable X, explanatory variable, explanatory variable, or independent variable. While the affected variable is known as the Y variable, the affected variable, the dependent variable, or the dependent variable. Regression analysis can also be used to make predictions or forecasts of what will happen next. Linear Regression Analysis is one part of the regression analysis method.

In addition to using linear regression techniques, this study also uses the correlation method. Correlation is a term commonly used to describe whether there is a relationship between one thing and another. In simple terms, that's the meaning of correlation. Correlation analysis is a method or method to determine whether or not there is a linear relationship between variables. If there is a relationship then changes that occur in one of the variables X will result in changes to the other variable (Y). The term is called the term cause and effect, and the term is a characteristic of correlation analysis. This study tested the hypothesis by using the -t test at a significant level of 0.05 for a two-way test at degrees of freedom (dk) = n-2. T Uji test (**T-Test**) is one of the tests statistics used to test the truth or falsehood hypothesis nil which means that between two fruit mean sample taken randomly from population the same, there is no significant difference. (Sudjiono, 2010).

## **3. Results And Discussion**

The population of this study was the total number of employees, namely 180 people, consisting of 81 men and 99 women. The sample of this study focused on 20% of the total population, namely 36 employees of the Miftahussalam Islamic Education Foundation Medan.

The research variables are Organizational Structure (X) and Performance (Y). The indicators related to the organizational structure variable (X) are: division of work activities (jobdesc), organizational restructuring, job placement, education level, work experience, employee skills. While the employee performance indicators consist of: office equipment, work equipment, performance motivation, leadership style, performance evaluation and teamwork.

Table 1. Distribution Critical Value T

df	One-Tailed Test						
	0,25	0,10	0,05	0,025	0,01	0,005	0,001
	Two-Tailed Test						
	0,50	0,20	0,10	0,05	0,02	0,01	0,002
1	1,000000	3,077684	6,313752	12,706205	31,820516	63,656741	318,308839
2	0,816497	1,885618	2,919986	4,302653	6,964557	9,924843	22,327125
3	0,764892	1,637744	2,353363	3,182446	4,540703	5,840909	10,214532
4	0,740697	1,533206	2,131847	2,776445	3,746947	4,604095	7,173182
5	0,726687	1,475884	2,015048	2,570582	3,364930	4,032143	5,893430
6	0,717558	1,439756	1,943180	2,446912	3,142668	3,707428	5,207626
7	0,711142	1,414924	1,894579	2,364624	2,997952	3,499483	4,785290
8	0,706387	1,396815	1,859548	2,306004	2,896459	3,355387	4,500791
9	0,702722	1,383029	1,833113	2,262157	2,821438	3,249836	4,296806
10	0,699812	1,372184	1,812461	2,228139	2,763769	3,169273	4,143700
11	0,697445	1,363430	1,795885	2,200985	2,718079	3,105807	4,024701
12	0,695483	1,356217	1,782288	2,178813	2,680998	3,054540	3,929633
13	0,693829	1,350171	1,770933	2,160369	2,650309	3,012276	3,851982
14	0,692417	1,345030	1,761310	2,144787	2,624494	2,976843	3,787390
15	0,691197	1,340606	1,753050	2,131450	2,602480	2,946713	3,732834
16	0,690132	1,336757	1,745884	2,119905	2,583487	2,920782	3,686155
17	0,689195	1,333379	1,739607	2,109816	2,566934	2,898231	3,645767
18	0,688364	1,330391	1,734064	2,100922	2,552380	2,878440	3,610485
19	0,687621	1,327728	1,729133	2,093024	2,539483	2,860935	3,579400
20	0,686954	1,325341	1,724718	2,085963	2,527977	2,845340	3,551808
21	0,686352	1,323188	1,720743	2,079614	2,517648	2,831360	3,527154
22	0,685805	1,321237	1,717144	2,073873	2,508325	2,818756	3,504992
23	0,685306	1,319460	1,713872	2,068658	2,499867	2,807336	3,484964
24	0,684850	1,317836	1,710882	2,063899	2,492159	2,796940	3,466777
25	0,684430	1,316345	1,708141	2,059539	2,485107	2,787436	3,450189
26	0,684043	1,314972	1,705618	2,055529	2,478630	2,778715	3,434997
27	0,683685	1,313703	1,703288	2,051831	2,472660	2,770683	3,421034
28	0,683353	1,312527	1,701131	2,048407	2,467140	2,763262	3,408155
29	0,683044	1,311434	1,699127	2,045230	2,462021	2,756386	3,396240
30	0,682756	1,310415	1,697261	2,042272	2,457262	2,749996	3,385185
31	0,682486	1,309464	1,695519	2,039513	2,452824	2,744042	3,374899
32	0,682234	1,308573	1,693889	2,036933	2,448678	2,738481	3,365306
33	0,681997	1,307737	1,692360	2,034515	2,444794	2,733277	3,356337
34	0,681774	1,306952	1,690924	2,032245	2,441150	2,728394	3,347934
35	0,681564	1,306212	1,689572	2,030108	2,437723	2,723806	3,340045
36	0,681366	1,305514	1,688298	2,028094	2,434494	2,719485	3,332624
37	0,681178	1,304854	1,687094	2,026192	2,431447	2,715409	3,325631
38	0,681001	1,304230	1,685954	2,024394	2,428568	2,711558	3,319030
39	0,680833	1,303639	1,684875	2,022691	2,425841	2,707913	3,312788
40	0,680673	1,303077	1,683851	2,021075	2,423257	2,704459	3,306878

Based on the results of the t-test, it can be concluded that the variable placement of the principle of the right man on the right place in an organizational structure has a significant influence on employee performance at the Miftahussalam Islamic Education Foundation Medan because the results obtained  $t_{count} = 4,77$  while  $t_{table} = 2,032$ . So that it is obtained that  $t_{count} > t_{table}$ , it can be concluded that the hypothesis "There is an influence of organizational structure on employee performance of the Miftahussalam Islamic Education Foundation Medan" is accepted or in other words there is an influence of organizational structure on employee performance at YPIM Medan. From the calculation of the resulting determinants, organizational structure variables affect employee performance by 39.69% and the rest is influenced by other factors outside of this study.

#### 4. Conclusions

The leadership has made the right organizational structure in relation to the achievement of YPIM employee performance. In terms of division of tasks, delegation of authority and implementation of work activities of each section are in accordance with the established organizational structure, where each position corresponds to the field of expertise possessed. So that the performance that has been achieved can be maintained and improved as much as possible for maximum results. So if there are still multiple positions, it can be minimized or even eliminated so that there is no overlap in the implementation of tasks. To further maximize the performance of YPIM employees, the leadership should pay more attention to the procurement of facilities to support work activities so that they can be more efficient and effective.



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