



Application Of Discipline In Forming Character In National Education Authorities East Oku District

Helisia Margahana

Sekolah Tinggi Ilmu Ekonomi Trisna Negara, 1JLN. MP Bangsa Raja No 27, 32382, Belitang OKU Timur

E-mail: helisiagaraika87@gmail.com

ARTICLE INFO

ABSTRACT

Article history:

Received: 12/01/2020

Revised: 22/01/2020

Accepted: 01/02/2020

This study aims to analyze partially and jointly the effect of placement, work climate on employee productivity and to analyze the most dominant variables in influencing the work productivity of employees at the East OKU District National Education Office, the results of regression analysis and the correlation between job placement and work climate. employees show a regression model.

Keywords:

Placement, Work climate, Productivity

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1. Introduction

The suitability of employees' work placements with educational backgrounds is one of the factors that affect employee productivity. Siswanto 2007: 24 suggests that the placement of workers is a process of assigning tasks and jobs to workers who have passed the selection process to carry out continuity with the authority and responsibility of the determined portion and composition and being able to account for all risks and possibilities that occur in their functions and jobs. , that authority and responsibility. The implementation of employee placement should also pay attention to efficient principles, namely the compatibility between the required skills and those of the employees. Several factors need to be considered in the placement of employees, namely, academic achievement factors (education level), experience factors (skills), physical and mental health factors, attitudinal factors, situational factors, motivational factors and opportunity factors as well as a conducive work climate. Namely a condition that can cause feelings of pleasure and quality in a person.

A good working climate for employees can have a positive impact and progress on the organization. A conducive work climate will create a sense of belonging to all working employees. Therefore, they will work sincerely without coercion. If the work is done sincerely and without a sense of compulsion, it will certainly have a positive impact and progress on the organization or company where they work.

The East OKU Regency National Education Office is an element implementing government affairs in the education sector led by the Head of the Service who is under and responsible to the Regent through the Regional Secretary, which requires human resources who can carry out their duties properly in implementing the government system, especially in the implementation. In the implementation of regional autonomy, it is necessary to support the readiness of employees who perform well. Humans as social beings need unlimited things, this is also influenced b

y a conducive organizational work climate. A condition that can lead to feelings of pleasure and quality in a person. Good work is very important to exist in an organization, with a good working climate it is expected that employees will work hard and enthusiastically achieve high work productivity. In addition to job placement in increasing employee work productivity.

2. Methods

The data used are primary data in the form of questionnaires distributed to employees of the East OKU District National Education Office. There are two variables studied by the researcher, namely the first variable is the independent variable consisting of the placement and work climate variables, while the second variable



is the dependent variable, namely the work productivity variable by performing the following data analysis techniques:

Data Analysis Techniques

1 Likert scale

R. S Likert developed a scaling procedure in which the scale represents a bipolar countinuum, on the left end with a low number representing negative answers, while the end on the right with a large/high number represents a positive answer. The Likert format is designed to allow respondents to answer at various levels on each item that describes the variables under study. Check List format that provides answers (Yes) or (No) with a scale range between 1 to 5.

1. Strongly Agree (SS): Score 5
2. Agree (S): Score 4
3. Disagree (KS): Score 3
4. Disagree (TS): Score 2
5. Strongly Disagree (STS): Score 1

3. Result And Discussion

Validity represents the level used as supporting evidence for conclusions drawn from the value derived from the level at which the scale measures something that must be measured. A data is said to be valid if the corrected item value is greater than the value of r table with $df = n - 2$ or the validity of the instrument for the three variables is assessed by calculating the data with the Pearson Product Moment formula in the SPSS computer program. Statement items/questions are declared valid if the Pearson Product Moment $> r$ Table marked with (*) and (**). The critical number for the correlation table (Table r) is 0.361. This figure is obtained from the r-product moment table at a significance level of 5% ($\alpha = 0.05$) and $N = 27$ (according to the number of respondents). Thus, if there is a correlation coefficient of question/statement items below 0.361 it is declared invalid.

Table 1
Test Results of the Validity of the Placement Variable Instrument

Pertanyaan	Pearson Correlation (r hitung)	r tabel	Variabel Penempatan Kerja (X ₁)	Keterangan
Pertanyaan 1	.408*	0.361	r hitung > r tabel	Valid
Pertanyaan 2	.143	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 3	.401*	0.361	r hitung > r tabel	Tidak Valid
Pertanyaan 4	.775**	0.361	r hitung > r tabel	Valid
Pertanyaan 5	.176	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 6	.367	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 7	.363	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 8	.784**	0.361	r hitung > r tabel	Valid
Pertanyaan 9	.147	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 10	.732**	0.361	r hitung > r tabel	Valid
Pertanyaan 11	.169	0.361	r hitung < r tabel	Tidak Valid

Table 2
Work Product Variable Variable Validity Test Results (Y)

Pertanyaan	Pearson Correlation (r hitung)	r tabel	Variabel Produktivitas kerja (Y)	Keterangan
Pertanyaan 1	.206	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 2	.570**	0.361	r hitung > r tabel	Valid
Pertanyaan 3	.570**	0.361	r hitung > r tabel	Valid
Pertanyaan 4	.773**	0.361	r hitung > r tabel	Valid
Pertanyaan 5	.308	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 6	.392	0.361	r hitung > r tabel	Valid
Pertanyaan 7	.465*	0.361	r hitung > r tabel	Valid
Pertanyaan 8	.466*	0.361	r hitung > r tabel	Valid
Pertanyaan 9	.206	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 10	.570**	0.361	r hitung > r tabel	Valid
Pertanyaan 11	.570**	0.361	r hitung > r tabel	Valid
Pertanyaan 12	.773**	0.361	r hitung > r tabel	Valid

Table 3.



Work Climate Variable Instrument Validity Test Results (X2)

Pertanyaan	Pearson Correlation (r hitung)	r tabel	Variabel Iklim Kerja (X ₂)	Keterangan
Pertanyaan 1	.434*	0.361	r hitung > r tabel	Valid
Pertanyaan 2	.746**	0.361	r hitung > r tabel	Valid
Pertanyaan 3	.270	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 4	.434*	0.361	r hitung > r tabel	Valid
Pertanyaan 5	.746**	0.361	r hitung > r tabel	Valid
Pertanyaan 6	.169	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 7	.250	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 8	.434*	0.361	r hitung > r tabel	Valid
Pertanyaan 9	.746**	0.361	r hitung > r tabel	Valid
Pertanyaan 10	.270	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 11	.223	0.361	r hitung < r tabel	Tidak Valid
Pertanyaan 12	.587**	0.361	r hitung > r tabel	Valid

Reliability Analysis

Reliability is a value that shows the consistency of a measuring device in measuring the same symptoms. Reliability is used as how far the measurement is free from error variants in estimating the reliability of the variables studied. Researchers use the Cronbach Alpha method using SPSS computer program tools. An instrument variable is said to be reliable if the Cronbach's Alpha value is > 0.6. The placement reliability test obtained the Cronbach Alpha value of 0.692, the work climate reliability test obtained the Cronbach Alpha value of 0.765, while the productivity of workforce after the reliability test was obtained the Cronbach Alpha value was 0.720.

Placement Variable Instrument (X1)

From the trials conducted for the placement instrument (X1) of the 12 questions that were carried out the reliability test, the Cronbach Alpha value was 0.692, this alpha value was good because it was at a value of 0.6 on the Cronbach Alpha value, and it could be concluded that the Placement variable instrument (X1) can be said to be reliable.

4. Conclusion

From the results and discussion, the following conclusions can be drawn:

1. Together placement (X1) and work climate (X2) have a significant effect on work productivity (Y), but the influence of placement is more dominant than the work climate, namely $\hat{Y} = 5.309 + 0.683X_1 + 0.292X_2 + e$ with a correlation coefficient of 0.911 At the 95% level of confidence, it is found that the simultaneous placement and work climate can predict employee productivity.
2. The test of all the variables studied was declared valid and reliable, namely the reliability test. The placement got a Cronbach Alpha value of 0.692, the work climate reliability test obtained a Cronbach Alpha value of 0.765 and the employee work productivity reliability test obtained a Cronbach Alpha value of 0.720 with a standard reliability value of Cronbach Alpha > 0.6

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