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The Influence of Recruitment, Educational Qualifications and Work Placement on the Work Productivity of Employees of the Production Department of Pt. Yangtze Optical Fiber Indonesia

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Abstract

In the company's operating system, the potential of human resources is essentially one of the capital and plays a very important role in achieving company goals. The purpose of this study was to determine the effect of recruitment, educational qualifications and job placement on the work productivity of employees of PT Yangtze Optic Fiber Indonesia in the production department. The sample in this study amounted to 60 people. The method used in this research is a quantitative method. Data collection techniques using a questionnaire. With the help of the SPSS 25 application and analysis techniques using validity tests, reliability tests, classic assumption tests, and hypothesis testing consisting of t tests and f tests, as well as tests of the coefficient of determination. The results of this study indicate that partially educational qualifications and job placement have a positive and significant effect on work productivity. While partially recruitment has no positive and significant effect on the work productivity. work productivity of employees of PT Yangtze Optic Fiber Indonesia. Simultaneously, recruitment, educational qualifications and job placement have a positive and significant effect on the work productivity of production employees of PT Yangtze Optic Fiber Indonesia. The coefficient of determination test results show that the work productivity of PT Yangtze Optic Fiber Indonesia employees is influenced by the variables, Recruitment, Educational Qualifications and Job Placement by 64.7%. And the remaining 35.3% is influenced by other variables not examined in this study.

Keywords: Recruitment, Educational Qualifications, Job Placement, Work Productivity

INTRODUCTION

In the work productivity of employees in the company, human resource potential is essentially a form of capital and has a very important role in achieving company goals, therefore companies must manage human resources as well as possible. This is because the key to a company's success is not only technological excellence and the availability of funds. The human factor is also the most important factor, because humans basically have behavior, feelings, reason and goals. Quality human resources are very important for the company because it is a very common need for every company. One of the parameters that can be used to assess the quality of human resources is work productivity. Where with careful human resource planning, existing labor productivity can be increased. This can be done through adjustments, such as effective and efficient Human Resource Management.

The first factor that affects work productivity is recruitment, focusing on the follow-up of the human resource management function in employee work productivity, the application of a prospective employee recruitment system is intended so that the company can obtain qualified employees and be able to realize company goals. Recruitment is the process of searching, selecting, finding and attracting applicants according to the requirements that the company provides to be employed in a company (Kurnia and Santoso Christian (2021).

The second factor affecting work productivity is educational qualifications. In Government Regulation Number 19 of 2005 concerning National Education Standards article 28 paragraph 1, states that educational qualifications are the minimum level of education that must be proven by diplomas and / or certification of relevant expertise in accordance with applicable laws and regulations. Educational qualifications relate to a person's level of education where the higher the level of education of a person, the higher the level of productivity or performance of the workforce. the level of education of an employee can increase the competitiveness of the company and improve the company's performance (Atutuli in Rachmatia, 2022: 5).

The third factor that affects work productivity is employee job placement. that employee job placement is a follow-up to selection, namely the placement of prospective employees who are accepted (pass selection) in positions / jobs that match qualifications and at the same time delegate authority to that person (Hakim, 2019).

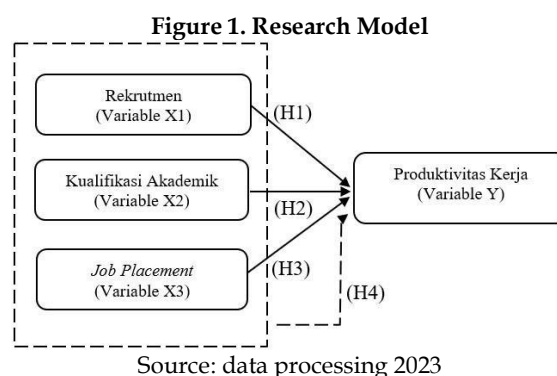
The case that occurred at Yangtze Optic Fiber Indonesia is the detection of low employee productivity due to lack of recruitment, educational qualifications and placement of employee work which causes a decrease in employee productivity results every month.

This research was conducted at PT Yangtze Optic Fiber Indonesia which is engaged in the manufacture of fiber optic cables. in the Production department. Judging from the report data, the production output of PT Yangtze Optic Fiber Indonesia in the 6-month period May to October 2022 experienced a significant and consecutive decline in August to October. From this it can be concluded that the work productivity of production employees at PT Yangtze Optic Fiber Indonesia has a problem.

Based on the explanation above, the authors are interested in conducting research with the title "The Effect of Recruitment, Educational Qualifications and Job Placement on Productivity and Performance of Production Department Employees of PT Yangtze Optical Fiber Indonesia".

RESEARCH METHOD

This research is a study that uses quantitative methods. According to (Sugiono 2016: 7) quantitative methods are methods that emphasize theory testing through measuring research variables using numbers and analyzing them with statistical procedures. Determination of the number of samples in this study is to use the non-probability sampling method used, namely the saturated sampling technique where all members of the population will be sampled. Population members were sampled with a sample size of 60 respondents. This research was conducted at PT Yangtze Optic Fiber Indonesia in the production section and the research time was held from February to July 2023.



Data collection in this study uses primary data sourced from observations and distributing questionnaires while secondary data is obtained from literature studies conducted by collecting several journal articles, reading books and other literature related to this research.

RESULTS AND DISCUSSIONS

Results

Validity test

The benefit of the validity test is to find out the items contained in the questionnaire are able to reveal exactly what is being studied and to measure whether the questionnaire is valid or not.

The basis for knowing whether the questionnaire items tested are valid or not is if $r \text{ count} > r \text{ table}$ then the instrument is declared valid. If $r \text{ count} < r \text{ table}$ then the instrument is declared invalid.

Table 1. Result Validity Test

Variable	Rcount	Rtable
Recruitment	0,502	0,254
Education Qualification	0,524	0,254
Job Placement	0,559	0,254
Work Productivity	0,602	0,254

Source: data processing 2023

Based on table 1 above, it can be seen that the average value of $r \text{ count}$ is greater than $r \text{ table}$ for all reported items (recruitment, educational qualifications, job placement and work productivity).

Reliability Test

Table 2. Reliability Test Results

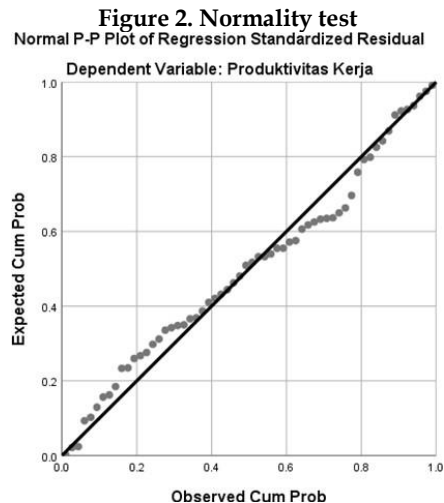
Variable	N of item	Rtable
Recruitment	12	0,862
Education Qualification	10	0,817
Job Placement	10	0,850
Produktivitas Kerja	22	0,937

Source: data processing 2023

Based on table 2 above, it can be seen that the reliability test results show that the Cronbach's Alpha coefficient of all variables (Recruitment, Educational Qualifications, and Job Placement) is above 0.60 so it can be concluded that all variables are reliable.

Normality Test

If the points spread around the diagonal line and follow the direction of the diagonal line or the histogram shows a normal distribution pattern, the regression model fulfills the normality assumption.



From the picture above, it can be seen that the points spread around the diagonal line and follow the direction of the diagonal line. So it can be said that the data is normally distributed.

Multicollinearity test

The multicollinearity test can be seen from several things, among others: If the Tolerance value < 0.10 or VIF value > 10 there is multicollinearity. If the value If the Tolerance value > 0.10 or the VIF value < 10 does not occur multicollinearity.

Table 3. Multicollinearity

Coefficients ^a		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Recruitment	.526	1.902
Education Qualification	.414	2.416
Job Placement	.438	2.281

a. Dependent Variable: Job Produktivitas

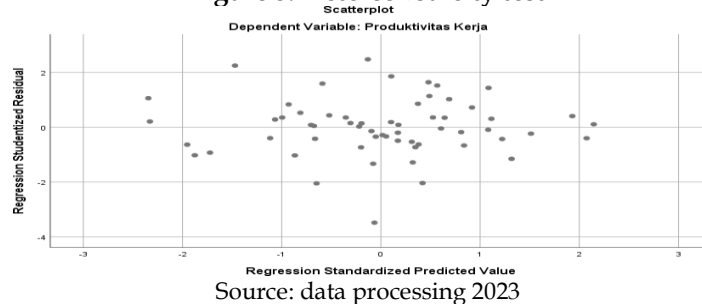
Source: data processing 2023

From the picture above, it can be seen that the tolerance value of the distributive justice variable, organizational culture and affective commitment is greater than 0.10 and the VIF value of the three variables is less than 10. So it can be said that the regression model does not occur Multicollinearity.

Heteroskedasticity Test

If there is no certain pattern and the points spread above and below zero on the y-axis, it can be concluded that heteroscedasticity does not occur.

Figure 3. Heteroskedicity test



From the picture above, it can be seen that there is no certain pattern and the points spread above and below zero on the y-axis, it can be concluded that heteroscedasticity does not occur.

Autocorrelation Test

Table 4. Multiple Linear Regression Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.804 ^a	.646	.679	6.896	1.748

a. Predictors: (Constant), Rekrutmen, Kualifikasi Pendidikan, Penempatan Kerja

Source: data processing 2023

Based on the table above, the conclusion is obtained: The value of du is sought in the distribution of Durbin Watson table values based on k(3) and N(60) with 5% significance. $du(1.688) < \text{Durbin Watson}(1.748)$. Based on the comparison, it is stated that there are no symptoms of autocorrelation.

Multiple linear regression analysis test

In the technique of finding multiple linear regression equations using SPSS Version 16.0 in the coefficients table. So that the formula for multiple linear regression equations is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Tabel 5. Uji Regresi Linear Berganda

Coefficients ^a				
Unstandardized Coefficients				
Model		B	t	Sig.
1	(Constant)	18.013	2.509	.015
	Recruitment	.328	1.824	.074
	Education Qualification	.743	2.917	.005
	Job Placement	.863	2.862	.006

a. Dependent Variable: Job Produktivitiy

Source: data processing 2023

$$Y = 18,013 + 0,328 + 0,743 + 0,863 + 0,05$$

From the multiple linear regression equation above it is said that:

The constant value (α) of 18,013 with a positive sign states that if the Recruitment, Educational Qualifications, and Job Placement variables are considered constant, the Y value is 18,013.

The regression coefficient which has a positive value of 0.328 explains that if the increase in Recruitment (X1) is 1, then the work productivity of the lifters will increase by 0.328 units.

The regression coefficient which is positive by 0.743 explains that if the increase in Educational Qualifications (X2) is 1, then the productivity of the lift work has increased by 0.743 units.

A positive regression coefficient of 0.863 explains that if the increase in Job Placement (X3) by 1, then the productivity of lifting work has increased by 0.863 units.

T Test

The basis for decision making for the partial t test in regression analysis is based on the t value and t table: If the t value > t table then the independent variable affects the dependent variable. If the value of t count < t table then the independent variable has no effect on the dependent variable.

Based on the significance value of the SPSS output results. If the sig value. < 0.05, the independent variable has a significant effect on the dependent variable. If the sig value. > 0.05 then the independent variable has no significant effect on the dependent variable.

Table 6. t Test

Coefficients ^a			
Unstandardized Coefficients			
Model	B	t	Sig.
(Constant)		2.509	.015
1 Recruitment	.328	1.824	.074
Education Qualification	.743	2.917	.005
Job Placement	.863	2.862	.006

a. Dependent Variable: Job Produktivty

Source: data processing 2023

From the data table above, the t test results will be obtained as follows:

The calculation results for the recruitment variable obtained t count 1.824 < t table 2.003. Then it can be stated that it has no effect and significance 0.074 > 0.05. So it can be concluded that H_0 is accepted, H_a is rejected or variable recruitment partially has no positive and significant effect on work productivity.

The results of the calculation of the educational qualification variable obtained t count 2.917 > t table 2.003. Then it can be stated that it has a positive effect and significance 0.005 < 0.05. So it can be concluded that H_a is accepted, H_0 is rejected or the Educational Qualification variable. Partially significant effect on work productivity

The results of the calculation of the Job Placement variable obtained t count 2.862 > t table 2.003. Then it can be stated that it has a positive and influential effect and significance 0.006 < 0.05. So it can be concluded that H_a is accepted, H_0 is rejected or the Educational Qualification variable partially has a significant effect on work productivity.

F Test

The simultaneous significance test can be done by observing the significant value of f at the alpha level of 5%. The analysis is based on a comparison between the significance value of 0.05 where the conditions If significant $F < 0.05$ then the hypothesis is accepted. If significant $F > 0.05$ then the hypothesis is rejected.

Based on the comparison of the calculated F value with the F table. If the value of f count $> f$ table, then the hypothesis is accepted. If the value of f count $< f$ table then the hypothesis is rejected.

Table 7. F Test

ANOVA ^a						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	4863.413	3	1621.138	34.092	.000 ^b
	Residual	2662.920	56	47.552		
	Total	7526.333	59			

a. Dependent Variable: Produktivitas Kerja

b. Predictors: (Constant), Job Placement, Recruitment, Kualifikasi Pendidikan

Source: data processing 2023

From the results of the F test above, it can be seen that F count (34.092) $> f$ Table (2.77) with a significant value of 0.00 < 0.05 , it is stated that the independent variables (recruitment, educational qualifications and job placement) have a positive effect and a significant effect on the variable employee work productivity (Y).

Coefficient of determination (R^2)

R^2 can be said to be stronger if it is close to 1 (one) then the analysis model explains the relationship of the independent variable to the dependent variable.

Table 8. Koefisien determinasi (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.804 ^a	.646	.627	6.896

a. Predictors: (Constant), Job Placement, Recruitment, Kualifikasi Pendidikan



Source: data processing 2023

Based on the table above, it can be concluded that R Square is 0.646, which means that distributive justice, organizational culture and affective commitment affect job satisfaction 64.6% and the remaining 35.4% is influenced by other factors outside the research variables.

Discussion

Based on the research results previously described, it shows that the first hypothesis (H_1) variable Recruitment partially does not have a significant effect on the work productivity of employees of the production department of PT Yangtze Optic Fiber Indonesia. This is in line with research conducted by Victor P.K Lengkong et al (2019) and Siska tjut nya din and Jacky S.B Sumarauw (2018) which states that recruitment has no significant effect on work productivity.

The second hypothesis (H_2) variable educational qualifications. has a significant effect on the performance of employees of the Production Department of PT Yangtze Optic Fibre

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Indonesia partially. This is in line with research conducted by Hengky Kosasih (2021) and Ulfiyani Adiansuri (2022) which states that education, and the level of education has a significant effect on work productivity.

The third hypothesis (H3) variable Job Placement. has a significant effect on the Work Productivity of Employees of the Production Department of PT Yangtze Optic Fibre Indonesia partially. This is in line with research conducted by Nurleli Ramli (2020) and Paulo Oktavianus (2021) which states that job placement has a positive effect and has a significant effect on work productivity.

The fourth hypothesis (H4) is simultaneously the results of research on the f test which consists of the Recruitment variable (X1), Educational Qualifications (X2) and job placement (X3). With a significance value of 0.00 because the significance is less than 0.05 and based on the comparison of f count $34.092 > 2.77$ f table so it can be concluded that there is a joint influence (simultaneously) on Work Productivity (Y).

Based on the coefficient of determination of 0.646, which means that Recruitment, Educational Qualifications and job placement affect employee work productivity 64.6% and the remaining 35.4% is influenced by other factors outside the research variables.

CONCLUSIONS



This study aims to determine the effect of Recruitment, Educational Qualifications and employee job placement on employee productivity. Respondents in the study amounted to 60 employees of PT Yangtze Optic Fibre Indonesia located in CIKARANG. Based on the data that has been collected and the tests that have been carried out. Then some conclusions are obtained, including the following:

From the results of the study it is known that Recruitment partially has no significant effect on employee productivity. This is evidenced by the results of the t test with a significance value of 0.07 greater than the error tolerance of 0.05 and based on the comparison of t count and table, t count Recruitment variable obtained $1.824 > 2.003$ then the independent variable has no effect on the dependent variable. This is in line with research conducted by Victor P.K lengkong et al (2019) and Siska tjut nya din and Jacky S.B Sumarauw (2018) which states that recruitment has no significant effect on work productivity.

From the research results, educational qualifications partially have a positive and significant effect on employee work productivity. This is evidenced by the results of the t test with a significance value of 0.005 less than the error tolerance of 0.05 and from the comparison of t count and t table obtained t count of the educational qualification variable $2.917 > 2.003$, so the independent variable affects the dependent variable. This is in line with research conducted by Hengky Kosasih (2021) and Ulfiyani Adiansuri (2022) which states that education, and the level of education has a significant effect on work productivity.

From the results of the research, job placement partially has a positive and significant effect on employee work productivity. This is evidenced by the results of the t test with a significance value of 0.006 less than the error tolerance of 0.05 and from the comparison of t count and t table obtained t count variable job placement $2.862 > 2.003$ then the independent variable affects the dependent variable. This is in line with research conducted by Nurleli Ramli (2020) and Paulo Oktavianus (2021) which states that job placement has a positive effect and has a significant effect on work productivity.

The results of the F test show that the independent variables consisting of the Recruitment variable (X1), Educational Qualifications (X2) and job placement (X3). With a significance value of 0.00 because the significance is less than 0.05 and based on the comparison of f count $34.092 > 2.77$ f table so it can be concluded that there is a joint influence (simultaneously) on Work Productivity (Y).

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Based on the coefficient of determination of 0.646, which means that Recruitment, Educational Qualifications and job placement affect employee work productivity 64.6% and the remaining 35.4% is influenced by other factors outside the research variables.

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