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Optimising Employee Performance through Placement, Work Environment, and Achievement Assessment: A Case Study on the Cell Mojokerto Store

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ABSTRACT

Human resource management cannot be separated from the employee factor which is expected to be able to perform as best as possible to achieve organizational goals. To achieve organizational goals effectively, of course, quality human resources are needed in their fields. This research aims to find out and analyze how to optimize performance by focusing on the suitability of work placement, work environment, and work performance assessment both simultaneously and partially. The type of research used in this study is quantitative research. The population and sample in this study include all employees of Cell Mojokerto Store totaling 45 people. The data analysis methods used in this study are instrument tests, classical assumption tests, multiple linear regression analysis tests, t-test and F tests, and determination coefficient tests. The results of this study show that there is a partial and simultaneous influence between the variables of suitability of work placement, work environment, and achievement assessment on employee performance at the Mojokerto Cell Store.

Keywords: *Placement, Work Environment, and Achievement Assessment. Performance*

1. INTRODUCTION

To achieve organizational goals effectively, quality human resources are needed in accordance with their fields. Employees are the main assets for companies because they have intelligence, thoughts, talents, creativity, and energy needed to carry out the tasks given to achieve organizational goals [1]. The better the individual performance in a company, the higher the overall company performance. Conversely, the low performance of individuals can hamper the achievement of organizational goals [2]. Therefore, every company must be able to optimize human resources and implement an effective management strategy. Human resource management cannot be separated from the role of employees who are expected to work optimally to achieve organizational goals [3].

The job placement process is an important factor in getting competent employees and in accordance with the needs of the company. The right placement in the appropriate position will help the company achieve the expected goals. In the context of human resource management, placement is one of the most important aspects in the planning process because it is closely related to efficiency and justice in providing opportunities for every employee to develop and actualize themselves [4]. The results showed that there was a significant relationship between work placement and employee performance, where appropriate placement could significantly improve performance [5].

In addition to work placement, work environment factors also play an important role in improving employee performance. A conducive work environment, both physically and non-physical, can increase employee productivity and comfort at work. Employee perception of the work environment they experience can affect their performance, where a good work environment will encourage higher motivation and morale [6]. Previous research shows a positive relationship between the work environment and employee performance with a moderate correlation [7].

Employee performance is a crucial aspect in achieving company goals. Therefore, various efforts need to be made to improve it. Work performance is one of the factors to be achieved by every individual in the world of work. However, employee work performance can vary because each individual has a different level of ability and motivation in completing his work [8]. Previous studies also showed that performance appraisal factors, organizational commitment, and work discipline have a significant influence on employee performance [9]. In addition, other research shows that the physical and non-physical work environment has a strong influence on improving employee performance [10].

Work performance is defined as the result of the quality and quantity of work achieved by an employee in carrying out the task in accordance with the responsibilities given [11]. Employees with good performance are those who are able to provide optimal results in accordance with the standards set by the company. Thus, every company tries to have employees with a high level of performance in order to achieve the set goals.

2. RESEARCH SIGNIFICANCE

This research holds significant value in understanding the factors that influence employee performance, particularly in the context of the Cell Mojokerto Store. By examining the impact of employee placement, work environment, and achievement assessment, this study provides a comprehensive framework for optimizing workforce efficiency and productivity. The findings are expected to contribute to both theoretical and practical advancements in human resource management, offering insights into how strategic placement and a conducive work environment can enhance employee motivation and performance. Furthermore, this study can serve as a reference for business practitioners in retail and service industries, guiding them in formulating policies that foster employee well-being and organizational success. Ultimately, the research aims to bridge the gap between academic knowledge and practical applications, ensuring that companies can implement evidence-based strategies to maximize their human capital potential.

3. RESEARCH METHODS

This research falls under the category of ex post facto research, The ex post facto research is conducted to analyze programs, activities, or events that have already occurred and to trace back the factors that contributed to those events [12]. Additionally, this study adopts a quantitative research approach, which involves processing data to determine the effect of independent variables on dependent variables. a population is the totality of all possible values, whether from calculations, measurements, or quantitative and qualitative characteristics of all complete and clearly defined members of a group being studied [13]. The population in this study consists of all employees of the Cell Mojokerto Store, totaling 45 individuals. The sampling is an essential aspect of research, a sample as a subset of the population that possesses similar characteristics [14]. This study employs a total sampling technique, it is a sampling method where the entire population is used as the sample due to its small size (fewer than 100 individuals). Consequently, all 45 employees of the Cell Mojokerto Store are included in the study.

The research utilizes multiple linear regression analysis to assess the combined effect of two or more independent variables on a dependent variable. The multiple linear regression equation is formulated as equation 1, [15].

$$Y = a + b1x1 + b2x2 + b3x3 \quad (1)$$

Where :a is intercept, b1,b2.....bk is Partial regression coefficients for x1,x2,xk, x1,x2.....xk is Independent Variable and Y is Dependent variable.

Basically, regression analysis is to obtain a regression equation by entering changes one after another so that the strongest to the weakest influence can be known.

4. RESULTS AND DISCUSSION

4.1 Research Results

for Test Results F-Test and T-Test

Table 1: Test Results F

Model	Sum of Squares	df	Mean Square	F	Sig.
1	12.400	3	2.733	4.321	.000
Regression	11.911	31	1.077		
Total	24.311	32			

a. Predictors: (Constant), Placement Suitability, Work Environment, Work Performance Assessment
b. Dependent Variable: Performance

Table 1 shows that the independent variable has a P-value of 0.000 where this probability value is below 0.05. Thus, by the provisions in the test criteria, if the probability value < 0.05, it can be concluded that the variables of suitability for work placement, work environment, and work performance assessment together affect employee performance. So the hypothesis is simultaneously accepted, meaning that there is a simultaneous influence of the suitability of work placement, work environment, and work performance assessment on employee performance at the Cell Mojokerto Store.

Table 2: T-Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	10.665	1.501		5.233	.000
Placement suitability	.186	.090	.404	5,129	.026
Work Environment	.211	.108	.283	4,007	.035
Job Performance	.248	.113	.492	4,000	.049

a. Dependent Variable: Performance

Based on the results of the t-test, the following proofs can be carried out:

1. The results of the test between the suitability of work placement and employee performance obtained a P-value of 0.026 where this probability value was less than 0.05. Thus, by the provisions in the test criteria, if the prob. ≤ 0.05, this means that the variable of job placement suitability has a significant effect on employee performance.
2. The results of the test between the work environment and employee performance get a P-value of 0.035 where this probability value is less than 0.05. Thus, by the provisions in the test criteria, if the prob. ≤ 0.05, this means that the work environment variable has a significant effect on employee performance.
3. The results of the test between the assessment of work performance and employee performance get a P-value of 0.049 where this probability value is less than 0.05. Thus, by the provisions in the test criteria, if the prob. ≤ 0.05, then this means that partially the variable of work performance assessment has a significant effect on employee performance.

Based on the results of the partial test above, it can be concluded that the first hypothesis is accepted, meaning that there is a partial and significant influence between the variables of suitability of work placement, work environment, and work performance assessment on employee performance at the Cell Mojokerto Shop.

4.2 The Effect of Job Placement Suitability on Employee Performance

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The results of the test between the suitability of work placement and employee performance obtained a P-value of 0.026 where this probability value was less than 0.05. Thus, per the provisions in the test criteria, if the prob. ≤ 0.05, this means that the variable of job placement suitability has a significant effect on employee performance.

Based on these results, it can be concluded that Cell Mojokerto Store can implement employees in appropriate work placements so that it will easily affect employee performance. Placement is placing prospective employees who are accepted in positions or jobs that require them and at the same time delegating authority to that person [16].

Placement is allocating employees to certain work positions, this is especially true for new employees [17]. Placement is the process of assigning or filling positions or reassigning employees to new or different tasks or positions [18]. Based on the above understanding, it can be concluded that employee placement is an effort to channel the employee's abilities as best as possible by placing employees in the most appropriate position or position to obtain optimal work performance.

The Effect of Job Placement on Employee Performance at the Hanifa Islamic School Foundation [19]. Based on the results of the research and discussion, the results were obtained, that there was a significant positive relationship that was quite strong in Job Placement to Employee Performance from the results of the determination test of 79%. The results of the significance test, the account value is 6.021 greater than Table 2.

4.3 The Influence of Work Environment on Employee Performance

The results of the test between the work environment and employee performance get a P-value of 0.035 where this probability value is less than 0.05. Thus, by the provisions in the test criteria, if the prob. ≤ 0.05, this means that partially the work environment variable has a significant effect on employee performance. Based on these results, it can be concluded that Cell Mojokerto Store by providing a good and comfortable working environment will easily affect employee performance. A good, safe, and conducive work environment will be able to give employees a sense of comfort in completing a task or work. A work environment that is pleasant or by the expectations of employees can also increase employee morale so that the tasks given will be completed satisfactorily and on time. There are several opinions regarding the definition of the work environment, The work environment is related to everything that is around work and that can affect employees in carrying out their duties, such as employee services, working conditions, employee relations within the agency concerned [20]. The work environment is everything that exists around workers that can influence them in carrying out the tasks they are charged with, such as music, cleanliness, and so on [21].

The Influence of the Work Environment on Employee Performance [22]. The results of the study stated that the work environment and employee performance in the Detailed Part Manufacturing Division of the Production Directorate of PT Dirgantara Indonesia had a moderate positive relationship with a value of 0.438 and the work environment affected employee performance.

4.4 The Effect of Work Performance Assessment on Employee Performance

The results of the test between the assessment of work performance and employee performance get a P-value of 0.049 where this probability value is less than 0.05. Thus, under the provisions in the test criteria, if the prob. ≤ 0.05, means that the variable of work performance assessment has a significant effect on employee performance. Based on these results, it can be concluded that Cell Mojokerto Store provides a good work performance assessment will easily find out the level of employee performance. Employee work performance is one of the indicators of the success of the company's operations in achieving goals, besides that work performance is one of the aspects that there is in achieving organizational goals. The work performance is the result of work achieved by a worker in carrying out the duties and work assigned to him [23]. What is meant by work achievement is the results achieved by a person according to the measure applicable to the work in question [24].

The work is a planned activity. So the work requires a special mind that cannot be carried out by animals. Work is not only a means to meet economic needs, work is seen as a basic activity and is made an important part of human life. Work also gives status and increases the status of another individual and society. Work is a social activity that gives vision and meaning to life [25], [26].

This result is also supported by previous research by Ibnu Yarham Yamanie of this study are: The influence of work performance assessment, organizational commitment, and work discipline has a positive influence on employee performance [27].

5. CONCLUSIONS

The conclusions that can be drawn from the test results above are as follows:

1. There is a partial influence of job placement suitability on employee performance at the Mojokerto Cell Store. This can be interpreted that the suitability of employee work placement at Cell Store, whether in terms of expertise or employee educational background, will affect employee performance.
2. There is a partial influence of the work environment on employee performance at the Cell Mojokerto Store. This can be interpreted that providing a good and conducive working environment in the cell store will affect employee performance.
3. There is a partial influence of work performance assessment on employee performance at the Mojokerto Cell Store. This can be interpreted that the periodic assessment of work performance at the cell store will affect employee performance.

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- Formal analysis: Ratna Agustina
- Funding acquisition: Ratna Agustina
- Investigation: Ratna Agustina
- Methodology: Ratna Agustina
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- Software: Ratna Agustina
- Supervision: Ratna Agustina
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- Visualization: Ratna Agustina
- Writing – original draft: Ratna Agustina
- Writing – review & editing: Ratna Agustina

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