

## **EMPLOYEE PERCEPTIONS OF JOB PLACEMENT AT THE WEST SUMATRA PROVINCIAL BKKBN**

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### **ABSTRACT**

This study discusses employee perceptions of job placement at the BKKBN of West Sumatra Province. The purpose of this study was to determine how well employees' perceptions of job placement at BKKBN West Sumatra were seen from education, attitudes, physical health and work experience. This type of research is descriptive research. The population of this study were all employees at BKKBN West Sumatra, totaling 51 people. The variable of this research is job placement. Based on the results of the study showed that: First, education obtained an average score of 3.18 indicates that job placement in BKKBN West Sumatra Province in the aspect of education is in the good category. Second, physical health average score 3.21 that job placement in BKKBN West Sumatra Province in the aspect of physical health is in the good category. Third, work experience has an average score of 3.24 that job placement in the BKKBN of West Sumatra Province in the aspect of work experience is in the good category. So Perceptions of Job Placement at BKKBN West Sumatra Province with an average score of 3.21 are in the good category, but need to be improved again to be very good.

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## **1. INTRODUCTION**

Human resources are an important asset in an organization. Effective human resource management, including proper job placement, is critical to achieving organizational goals. The National Population and Family Planning Agency (BKKBN) as a non-ministerial government agency responsible for population control and family planning, has a strategic role in national development.

Mathis and Jackson (2006) assert that human resources are important assets in organizations that can contribute to the achievement of organizational goals. In line with that, Hasibuan (2016) states that proper job placement will bring agencies to optimal work results because there is a positive correlation between employee placement and increased work productivity.

Research by Sarinah et al. (2021) shows that competent human resources who are placed according to their expertise and interests are a key factor in organizational success. BKKBN West Sumatra Province, as an extension of BKKBN at the provincial level, has a great responsibility in implementing population and family planning programs in its territory. To carry out its duties and functions well, the BKKBN of West Sumatra Province needs to be supported by competent employees who are placed according to their expertise and interests.

Larasati (2018) defines job placement as a policy in human resources to determine a person's position / position according to their abilities so that they can do their job effectively and efficiently. Job placement is the process of placing someone into a certain job position that suits their abilities and expertise.

However, based on the results of observations and observations during the implementation of the Education Management Field Practice (PLMP) from February 5, 2024 - April 20, 2024, several problems were found related to employee job placement in the BKKBN of West Sumatra Province, including: Incompatibility between the educational background of employees and the work positions occupied, Incompatibility between job demands and the physical health conditions of some employees, Lack of adequate experience in some employees in carrying out their work.

These problems can have an impact on employee productivity, performance and job satisfaction, as well as the effectiveness and efficiency of achieving organizational goals.

Several previous studies have shown the importance of understanding employee perceptions of job placement. Hidayat and Yuniarsih (2017) found that employee perceptions of job placement have a positive effect on employee performance. Meanwhile, Putri et al. (2019) in their research in one of the government agencies found that the suitability of job placement has a significant effect on employee job satisfaction.

These problems indicate the importance of conducting research on employee perceptions of job placement at the BKKBN of West Sumatra Province. Based on the explanation above and considering the importance of job placement that can improve employee performance, the researcher will try to conduct research with the title: "Employee Perceptions of Job Placement at BKKBN West Sumatra Province". The results of this study are expected to provide an overview of employee perceptions of job placement that has been carried out, as well as input for management in improving the effectiveness of job placement in the future.

## 2. METHOD, DATA, ANALYSIS

According to Sugiyono (2013) this research is descriptive research, which only aims to determine the value of independent variables without making comparisons. This research will describe data related to employee perceptions of job placement at the BKKBN of West Sumatra Province.

The variable in this study is employee perceptions of job placement, which is measured through indicators of education, attitude, physical health, and work experience. The population in this study were all employees of the BKKBN of West Sumatra Province totaling 51 people, and the sample was taken using total sampling technique.

The type of data used is quantitative data, which is obtained through distributing questionnaires to respondents. The research instrument was a questionnaire with a 4-point Likert scale, which had previously been tested for validity and reliability. According to Sugiyono (2013), the data analysis technique uses an average score (mean).

## 3. RESULT AND DISCUSSION

The results of this study on employee perceptions of job placement at the BKKBN of West Sumatra Province were obtained from distributing questionnaires consisting of 3 indicators and 25 statements, where the questionnaires were distributed directly to 51 respondents or employees at the BKKBN of West Sumatra Province.

### Result

#### Education

**Table 1.** Employee Perceptions of Job Placement at BKKBN West Sumatra Province on the Aspect of Education

Education			
No	Aspects studied	Average Score	Category
1	My educational background is in accordance with current job duties	3.14	Good

2	The knowledge I gained during my education is very helpful in completing the job	3.37	Very Good
3	My current job position requires specialized skills that match my education	3.18	Good
4	I feel more competent in this job because it matches my educational background	3.06	Good
5	My current work placement allows me to apply the knowledge from my education	3.14	Good
6	My level of education matches the minimum requirements for my current job position	3.24	Good
7	I feel my level of education is sufficient to perform my job duties	3.20	Good
8	My level of education gives me an edge in completing complex tasks	3.20	Good
9	My current job position provides opportunities to develop myself according to my education level	3.20	Good
10	I feel that my level of education is equal to colleagues in the same position	3.08	Good
<b>AVERAGE</b>		<b>3.18</b>	<b>Good</b>

Based on the table above, it can be said that in the attitude indicator, the overall average score is 3.18, including in the good category. Knowledge from education is considered very helpful in completing work (score 3.37), but employees feel less competent even though their educational background is appropriate (score 3.06). This shows the need to increase employees' self-confidence related to the competence gained from their education.

Hasibuan (2016) asserts that proper employee placement according to educational background can increase work effectiveness and efficiency. Sedarmayanti (2017) also highlights the importance of education as a factor influencing employee performance. Although the education aspect has been well implemented, it still needs to be improved to reach the excellent category, especially in increasing employees' confidence related to the competencies obtained from their educational background.

### Physical Health

**Table 2.** Employee Perceptions of Job Placement at BKKBN West Sumatra Province on Physical Health Aspects

<b>Physical Health</b>			
<b>No</b>	<b>Aspects studied</b>	<b>Average Score</b>	<b>Category</b>
11	My physical condition is adequate to carry out the tasks assigned	3.29	Very Good
12	I feel physically comfortable while doing my daily work	3.16	Good
13	The physical demands of my job are in accordance with my abilities	3.20	Good
14	I can complete tasks without experiencing significant physical constraints	3.22	Good
15	My endurance allows me to work optimally throughout the workday	3.20	Good

16	I can handle the workload without experiencing significant health problems	3.20	Good
<b>AVERAGE</b>		<b>3.21</b>	<b>Good</b>

Based on the table above, it can be said that in the attitude indicator, the overall average score is 3.21, which is in the good category. However, improvement is needed to reach the excellent category, especially in terms of physical comfort while working, which received the lowest average score of 3.16. This low score may be due to ergonomic factors, excessive workload, or lack of rest.

According to Tarwaka (2015) physical comfort in the workplace is essential for maintaining productivity and long-term health. Suma'mur (2014) and Notoatmodjo (2014) also emphasize the importance of physical, mental, and social health in supporting optimal performance. Sedarmayanti (2011) suggests the importance of workplace ergonomics and stress management to improve physical comfort. Overall, physical health in carrying out tasks is considered good, but needs improvement, especially in the aspect of physical comfort while working.

### Work Experience

**Table 3.** Employee Perceptions of Job Placement at BKKBN West Sumatra Province on the Aspect of Work Experience

<b>Work Experience</b>			
<b>No</b>	<b>Aspects studied</b>	<b>Average Score</b>	<b>Category</b>
17	Previous work experience is very helpful in carrying out duties in the current position	3.25	Good
18	The skills I gained from previous jobs are relevant to current responsibilities	2.98	Good
19	My current work position makes optimal use of the experience I already have	3.12	Good
20	I can easily apply knowledge from my work experience to my current duties	3.12	Good
21	My work experience provides added value in completing tasks in my current position	3.10	Good
22	The longer I work, the more my ability to complete tasks improves	3.37	Very Good
23	My length of service makes me more confident in making work-related decisions	3.39	Very Good
24	Long work experience helps me to overcome various work challenges	3.49	Very Good
25	I feel my length of service is appropriate for the position I currently occupy	3.29	Very Good
<b>AVERAGE</b>		<b>3.24</b>	<b>Good</b>

Based on the table above, it can be said that the attitude indicator obtained an overall average score of 3.24, which is in the good category. Nonetheless, improvements in the job placement process are needed to reach the excellent category, especially in ensuring the relevance of skills acquired from previous jobs to current responsibilities, which received the lowest score of 2.98. This low score may be due to a mismatch between previously acquired skills and current job demands, which could result from rapid changes in the digital age or a mismatch between an employee's background and their current placement. Relevant work experience is essential as it provides a solid foundation for employees to perform tasks efficiently and overcome challenges better (Tampubolon, 2023; Siswanto, 2020). Overall,

the suitability of job placement based on work experience is rated as good, but still needs improvement to reach the excellent category.

#### 4. CONCLUSION

Based on the results of the study, it can be concluded that employee perceptions of job placement in the BKKBN of West Sumatra Province as a whole are in the good category with an average score of 3.21. Job placement at BKKBN has been running effectively. Aspects of education, physical health and work experience are in the good category, although there is still room for improvement, especially on the relevance of skills and physical comfort while working. Overall, job placement at the BKKBN of West Sumatra Province has been carried out well, but still needs improvement in several aspects to achieve more optimal results.

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