



# The Effect of Job Placement and Workload on Work Motivation In Cv. Ibnu Aqil Mandiri Lubuk Pakam

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## ABSTRACT

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The phenomenon has been the author observed in the CV. Ibnu Aqil Mandiri Lubuk Pakam include staffing are not in accordance with the demands of office and educational background, so do not meet the capacity capability as it should be. Needs of employees who are competent in accordance with his position is not sufficient consequence less attitude responsible for the work, motivation for achievement is lost, do not feel like working and feeling saturated. The purpose of this research was to determine the effect of employment and workload on work motivation at CV. Ibnu Aqil Mandiri Lubuk Pakam. The method used is multiple linear regression. The results showed that together the variables of employment and workload significant effect on work motivation. Values  $X_1 < t_{table}$  (1,471 < 2,004), so it is stated that employment does not significantly influence the work motivation. As for  $X_2 > t_{table}$  (3,198 > 2,004), it also means that the workload of a significant effect on work motivation.

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## 1. Introduction

The most important resource for an organization is human resources (HR). namely the people who provide energy, talent and creativity in an organization. Human resource management (HRM) can be defined as the utilization of human resources within the organization which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, safety and health work, and industrial relations, therefore every organization is required to be more proactive in improving the quality of its members and stimulating them to carry out their duties properly in accordance with their respective fields.

To face increasingly competitive competition and in order to survive, companies must pay attention to their resources. One of the resources that have a major influence in achieving company goals is human resources. This is because humans act as workers in carrying out all operational and administrative activities within the company. The availability of productive human resources is an invaluable asset for the company. To be able to achieve productive human resources, the way the company does is with the right job placement and workload in accordance with their respective fields of expertise.

The phenomenon that the author has observed in the CV office. Ibnu Aqil Mandiri Lubuk Pakam, among others, the placement of employees who are not in accordance with the demands of the position and educational background, so that they have not fulfilled the capacity as they should. The need for competent employees in accordance with their positions that are not sufficient has the consequences of being less responsible for their work, lost motivation for achievement, lack of enthusiasm for work and feelings of boredom.

Such tendencies can occur in CV. Ibnu Aqil Mandiri Lubuk Pakam, all of this stems from factors that do not match the position of the employee with the existing workload so that interest or work motivation decreases, while in terms of facilities and infrastructure and has been very supportive of employees in completing their work.



CV. Ibnu Aqil Mandiri Lubuk Pakam of course always tries to increase work motivation in order to achieve the goals of the company. To achieve performance goals, of course, requires employees who have good performance who work effectively and efficiently. For this reason, the company does many ways to increase employee work motivation, including job placement and workloads given to employees.

Based on the phenomena that occur, the authors are interested in examining these problems with the form of writing a final work entitled "The Effect of Job Placement and Workload on Work Motivation CV. Ibnu Aqil Mandiri Lubuk Pakam".

## **2. Method**

This research is a correlational research with a quantitative descriptive approach. It is said to be a quantitative approach because the approach used in the research proposal, process, hypothesis, down to the field, data analysis and data conclusions up to the writing uses aspects of measurement, calculation, formula and certainty of numerical data. This research is a descriptive research because it aims to make sensing/painting/description of the facts and characteristics of a particular population or area in a systematic, factual and thorough manner. influence.

### **2.1 Data Collection Techniques**

Primary data collection is obtained by using a list of questions (Questioners), which is data collection by making a list of questions in the form of a questionnaire addressed to employees or respondents in the object of research, namely CV. Ibnu Aqil Mandiri Lubuk Pakam.

### **2.2 . Research Data Analysis Techniques**

#### **a. Data Quality Test**

##### **1) Validity test**

Validity test is used to determine whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal an increase in work performance. The validity test was carried out by comparing the calculated  $r$  value (correlated item-total correlations) with the  $r$  table value. If the value of  $r$  arithmetic  $>$   $r$  table and positive value then the question is said to be valid (Ghozali, 2006:49).

##### **2) Reliability Test**

Reliability is a tool to measure a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answer to a question is consistent or stable over time. SPSS provides facilities to measure reliability with the Cronbach Alph ( $\alpha$ ) statistical test. A variable is said to be reliable if it gives a value ( $\alpha$ ) of 0.60 (Ghozali, 2006:45).

#### **b. Classic assumption test**

##### **1) Normality test**

According to Ghozalli (2006: 47) the normality test aims to test whether the independent and dependent variables in the regression model have a normal distribution or not. The residual value follows a normal distribution. To see the distribution of normal data or not use statistical analysis, because the normality test with graphs can be misleading if you are not careful visually.

##### **2) Multicollinearity Test**

According to Ghozalli (2006: 50) Multicollinearity Test aims to test whether the regression model found a correlation between the independent variables (independent). A regression equation is said to be good if the equation has independent variables that are not correlated with each other. Multicollinearity can be seen from the tolerance variance inflation factor (VIF) value if the tolerance value is greater than 0.1 and the VIF is less than 10 numbers, it can be concluded that there are no symptoms of multicollinearity.

##### **3) Heteroscedasticity Test**

According to Ghozalli (2006: 52) Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance and residuals in another observation. A good regression model is homoscedasticity or not heteroscedasticity.

#### **c. Multiple Linear Regression**

To determine the effect or relationship of independent variables (job placement and workload) with the dependent variable (work motivation), multiple linear regression methods will be used and data analysis will also use SPSS, the formula is as follows:

Multiple linear regression

- Y = a + b1x1 + b2x2
- y = Work motivation
- a = valuey, if x1 = x2
- b1, b2 = Multiple linear regression
- x1 = Job placement
- x2 = Workload

### 3. Result and Discussion

#### 3.1 Data Quality Test

##### a. Data Validity Test

**TABLE 1**  
VALIDITY TEST RESULTS Y (WORK MOTIVATION)

Statement	<i>r<sub>hitung</sub></i>	<i>r<sub>tabel</sub></i>	Validitas
Butir 1	0.684	0,266	Valid
Butir 2	0.688	0,266	Valid
Butir 3	0.751	0,266	Valid

**TABLE 2**  
VALIDITY TEST RESULTS VARIABEL X1 (JOB PLACEMENT)

Statement	<i>r<sub>hitung</sub></i>	<i>r<sub>tabel</sub></i>	Validitas
Butir 1	0.828	0,266	Valid
Butir 2	0.812	0,266	Valid
Butir 3	0.634	0,266	Valid
Butir 4	0.761	0,266	Valid

**TABLE 3**  
VALIDITY TEST RESULTS VARIABEL X2 (WORKLOAD)

Statement	<i>r<sub>hitung</sub></i>	<i>r<sub>tabel</sub></i>	Validitas
Butir 1	0.881	0,266	Valid
Butir 2	0.831	0,266	Valid
Butir 3	0.821	0,266	Valid

The table above shows that all statement items are valid because  $r_{hitung} > r_{tabel}$ . Thus, the questionnaire can be continued at the reliability testing stage.

##### b. Uji Reliabilitas

**TABLE 4**  
VARIABLE RELIABILITY TEST RESULTS

Variabel	Number of Questions	Cronbach's Alpha	Information
Work motivation (Y)	3	0.842	Reliable
Job placement (X <sub>1</sub> )	4	0.889	Reliable
Workload (X <sub>2</sub> )	3	0.923	Reliable

In testing the reliability of Cronbach's Alpha value must be greater than 0.60 then the research instrument can be said to be reliable. From the table above, it can be seen that the Cronbach's Alpha value > 0.6 means that the instrument is reliable.



### 3.2 Classic Assumption Test

#### a. Data Normality Test

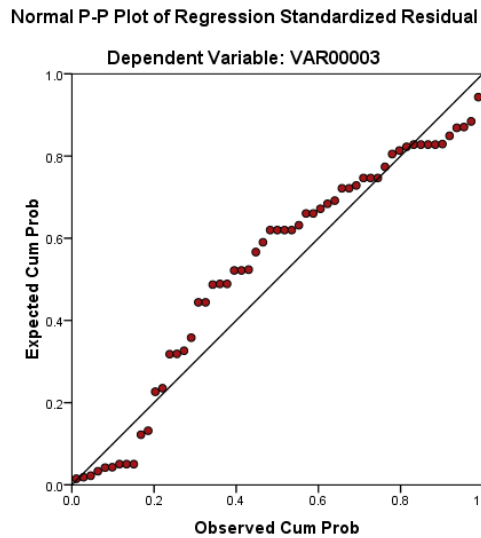


Figure 1. Chart Normality Test

From the graphic above, it can be seen that the points spread around the line and follow the diagonal line, so the residual value is normal.

#### b. Multicollinearity Test

TABLE 5  
MULTICOLLINEARITY TEST RESULTS

Model	Collinearity Statistics	
	Tolerance	VIF
1 Job placement	.567	1,763
2 Workload	.567	1,763

Based on the table above, it can be seen that:

- 1) The VIF value of job placement and workload values is smaller or below 5 ( $VIF < 5$ ), this means that it is not affected by multicollinearity between independent variables in the regression model.
- 2) Tolerance values of job placement and workload values are greater than 0.1, this means that there is no multicollinearity between independent variables in the regression model.

#### c. Heteroscedasticity Test

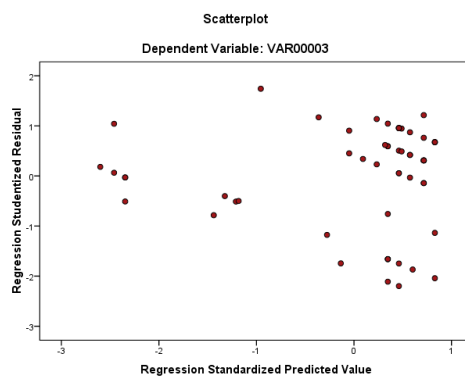


Figure 2. Heteroscedasticity Test

Based on the figure, it can be seen that there is no clear pattern, and the points spread above and below the number 0 on the Y axis, so based on the graphical method there is no heteroscedasticity in the regression model.

**d. Multiple Linear Regression Test**

**TABLE 6**

MULTICOLLINEARITY TEST RESULTS

Model	Unstandardized Coefisients		Standardized Coefisients
	B	Std. Error	Beta
(Constant)	2.051	1.802	
Job placement	.195	.132	.210
Workload	.437	.137	.456

$$Y = 2.051 + 0.195 x_1 + 0.437 x_2$$

- a. Constant (a) = 2.051 indicates a constant price, where if the value of the independent variable remains, then work motivation decreases by 2.051.
- b. The coefficient x1 (b1) = 0.195, indicating that the job placement variable (x1) has a positive and significant effect on work motivation (y) and increases work motivation by 0.195.
- c. The coefficient x2 (b2) = 0.437, indicating that the workload variable (x2) has a positive and significant effect on work motivation (y), and increases work motivation by 0.437.

**3.3 Hypothesis testing**

**a. F Uji test**

In data processing with the SPSS program, "Anova" was obtained. In this Anova, it can be seen that the effect of job placement and workload has a significant effect on work motivation.

**TABLE 7**

TEST RESULTS F

Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	164.841	2	82.420	16.380	.000
Residual	271.720	54	5.032		
Total	436.561	56			

From the test results above, the Fcount is 16.380 and the Ftable value is 3.17, this shows that the job placement and workload variables have a significant effect on work motivation.

**b. Test t**

**TABLE 8**

TEST RESULTS T

Model	t	Sig
(Constant)	1.138	.260
Job placement	1.471	.147
Workload	3.198	.002

The value of t-table with degrees of freedom 57-2 = 55 and a significance level of 5% is 2.004. This shows that the value of Sig X1 > 0.05 (0.147 > 0.05), so it is stated that job placement has no significant effect on work motivation. Meanwhile, for Sig X2 < 0.05 (0.002 < 0.05), this also means that workload has a significant effect on work motivation.

**c. Determination Test**

**TABLE 9**

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.614	.378	.355	2.24318



These results prove that the variable X1 (job placement) and variable X2 (workload) contributes 37.8% to the work motivation variable (Y) and the remaining 62.2% is determined by other variables outside the contribution of this study.

### **3.4 Discussion**

#### **a. The Effect of Job Placement on Work Motivation**

Job placement is the process of placing the right people in the right places. However, before the placement process is carried out, the first thing to do is carry out the selection process. Rotation is the process of placing employees in other fields with almost the same level of responsibility, structure level, and salary level. Rotation will be beneficial for employees because it will increase their work experience and have new skills in a different perspective, so that they can become better employees. According to Sastrohadiwiryo (2002) placement is the process of assigning tasks to workers who pass the selection to be carried out in accordance with a predetermined scope, and are able to accept all risks and possibilities that occur in their duties and work, authorities and responsibilities. From the regression test results, it is stated that job placement has an effect but is not significant on work motivation. This shows that the questionnaire distributed is not in accordance with the wishes of the respondents, among others, in the placement of workers and to complete work assignments, as well as developing authority and responsibility, higher education criteria are needed and the academic achievements of employees are useful for completing work assignments, as well as developing authority and responsibility.

#### **b. The Influence of Workload on Work motivation**

Workload is a collection or number of activities that must be completed by an organizational unit or position holder within a certain period of time. The definition of workload is a number of activities that must be completed by an organizational unit or position holder systematically using job analysis techniques, workload analysis techniques, or other management techniques within a certain period of time to obtain information about the efficiency and effectiveness of the work of an organizational unit (Suwatno, 2003). From the regression test results, it is stated that workload has an effect on work motivation. This is relevant to the questionnaires that the researchers distributed, including the company providing jobs that are effectively adjusted to their working hours and the company providing jobs tailored to the educational background of employees so that work results are even better.

#### **c. The Influence of Job Placement and Workload on Work Motivation**

Employee placement is a process of assigning a person to a position in accordance with the knowledge, skills, abilities, personality, interests, opportunities and culture related to the company. Hasibuan, (2012:62) argues that placement is guided by the principle of placing the right people for the right positions. According to Dhania (2010) workload is a collection or number of activities that must be completed by an organizational unit or position holder within a certain period of time. From the results of the simultaneous regression, it is stated that job placement and workload have an effect on work motivation. This is in accordance with the statements distributed, among others, the hope given by the company to raise employee morale to work better and the company to provide incentives to employees according to their work performance.

### **4. Conclusion**

The conclusions in this study are From Test results F, obtained Fcount of 16.380 and Ftable value of 3.17, this shows that together the job placement and workload variables have a significant effect on work motivation. The value of  $X1 < t\text{-table}$  ( $1,471 < 2,004$ ), so it is stated that job placement has no significant effect on work motivation. Meanwhile, for  $X2 > t\text{-table}$  ( $3.198 > 2.004$ ), this also means that workload has a significant effect on work motivation. Variable X1 (job placement) and variable X2 (workload) contributed 37.8% to the work motivation variable (Y) and the remaining 62.2% was determined by other variables outside the contribution of this study

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