

ABSTRACT

(KHAIRIL UBAIDILLAH / 1800861201287 / 2024/ THE INFLUENCE OF JOB PLACEMENT ON EMPLOYEE PERFORMANCE IN REGIONAL FINANCIAL AND REVENUE MANAGEMENT AGENCY (BPKPD) JAMBI PROVINCE/ LECTURER I Dr. H. SAIYID SYEKH, MSi / LECTURER II KHULUQON AZIMA, SE, MM .)

Work placement plays a very important role in employee performance. Therefore, the aim of this research is to describe work placement and employee performance at work, as well as to determine and analyze the effect of work placement on employee performance at the Jambi Province Regional Financial and Revenue Management Agency (BPKPD).

The research method in this research is descriptive and quantitative. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with the calculated $Y = a+b.X+e$. To analyze the effect of compensation on employee performance at the Jambi Province Regional Financial and Revenue Management Agency (BPKPD). Distributing the questionnaire to a population of 317 people in 2023, the formula used to find samples was according to Istijanto (2014: 114) so that the sample in this study amounted to 76 respondents.

Data analysis uses SPSS Ver 23 and uses a simple linear regression model with the calculated $Y = 1.010+0.583X+e$. Determination test with R^2 of 39.2%. T test with a comparison of $t_{count} 4.013 > t_{table} 1.99254$ then H_0 is accepted H_1 . Rejected.

The regression coefficient for job placement (X) is 0.583, meaning that job placement (X) has increased by one unit so that the performance of employees at the Jambi Province Regional Financial and Revenue Management Agency (BPKPD) has increased by 0.583. The coefficient of determination is known from the value $R^2 = 0.392$ (39.2%), which means that work placement (X) is able to explain the performance of employees at the Regional Financial and Revenue Management Agency (BPKPD) of Jambi Province, namely 39.2% and the remaining 61.8% influenced by other variables. Not investigated in this study.

Based on the t test, the t_{count} value is 4.013 and t_{table} is 1.99254. From the comparison results, it can be seen that the test with a comparison of $t_{count} 4.013 > t_{table} 1.99254$ means H_0 is accepted as H_1 . Rejected. This means that work placement influences the performance of employees at the Jambi Province Regional Financial and Revenue Management Agency (BPKPD).

Keywords: Job Placement and Employee Performance