

# **Analysis of Factors Considered in Policy Making Placement Officer in Structural Position (Studies in the University of Mataram)**

**Sayekti Suindyah Dwiningwarni**

Darul 'Ulum University Jombang, Department of Economics, Jl. Gus Dur 29 A, Jombang, East Java, Indonesia  
sayekti.undar67@gmail.com

**Abdul Faruk**

Mataram University, NTB, Magister of Management, Jl. Pendidikan No. 37, Mataram, NTB, Indonesia

**Judi Suharsono**

Panca Marga University, Probolinggo, Department of Accounting, Jl. Yos Sudarso 107, Dringu, Probolinggo, Indonesia

**Muh. Barid Nizarudin Wajdi**

STAI Miftahul Ula Nganjuk, Department of Management, Ds. Bogo, Nglawak, Kertosono, Nganjuk, East Java, Indonesia

**Ali Muhajir**

Islamic Darul 'Ulum University Lamongan, Department of Management, Jl Airlangga 3, Sukodadi, Lamongan, East Java, Indonesia

**Abdul Talib Bon**

Department of Production and Operations, University Tun Hussein Onn Malaysia, Malaysia  
talibon@gmail.com

## **Abstract**

This research is intended to know: 1. The factors roommates be consideration in placement employees at structural official policy. 2. The domain factor roommates be consideration in placement employees at structural official policy. There are 10 (ten) factors used in this research, they are job achievement, experience, physical and mental health, marriage status, age, job stratification, education, technique abilities, managerial ability, ethnic group. Based on the result of the factor analysis got that from the tenth roommates factors are used in this research there are only three factors to be consideration in placement employees at structural official policy in Mataram University. The three factors are job achievement factor has eigen value 3.900, 1.471 eigenvalue has experience factor and the physical and mental health has factor of 1.405. From Reviews those three factors, the domain factors can be used to be the consideration factor is job achievement Because this factor has the most eigen value among them. The result of the research recommended the three factors are job achievement, experience, physical and mental health are the most important factors of consideration in the which can be taking placement employees at structural official policy in Mataram University.

## **Keywords**

The Placement of Employees Policy, Structural Official, Analysis of Factors.

## **1. Introduction**

In the era of globalization, turbulence and change in demographic, socio-cultural, political and leadership as well as developments in technology have led to a change in the quality of human resources (Risdiyanto, 2017). The quality of human resources is seen as one of the key factors in the era of globalization (Ariani, 2014).

Mastery of science and technology which is seen as a key factor in the globalization era, essentially stems from the quality of human resources as a reliable worker. The role of human resources as workers are not only limited to the workers at the lower levels, but it covers throughout the components involved in the organization or institution, such as employees of the lower level (workers) or the so-called blue-collar worker to the management level (white-collarworker).

Implementing elements of activities or public administration and education administration called by employees or officials, as well as at the University of Mataram, officers or employees is as implementing elements of the common administrative activities and educational administration. These employees serve as the motor of the wheels of educational organizations. To run the organization's educational needs of employees or personnel who have skills, professional ability, changes in mental attitude and have high moral and ethical as well as the dedication and service to the community in implementing the Tri Dharma College. In order to realize and fulfill the needs of employees or officers who qualify there is need for special attention on how to put the employee or the apparatus in accordance with the needs of an organization/agency/organization. In staffing to note about the ability of employees and job requirements. Or it can be said that in staffing or personnel should be based on the principle of "the right job on the right people and the right job on the right place and the job on the right quality", which means the right position for the right person and position appropriate for the right place and the right position with the right quality. This also means that by placing employees or personnel in the proper position or positions are expected employee or apparatus is able to work in a professional and reliable.

In particular, the aims to: (1) Determine the factors of factors work performance, experience, physical and mental health, marital status, age, rank, education, technical skills, managerial ability and ethnicity/race became pertimbangan policy staffing the structural position at the University of Mataram; (2) Determine the factors of factors work performance, experience, physical and mental health, marital status, age, rank, education, ability of technical, managerial ability and ethnicity/race dominant consideration in the policy of staffing the structural position at the University of Mataram.

## **2. Literature Review**

Human resources department is responsible for the activities of companies that varies with exercise its functions. Human resource management is an attempt to mobilize and manage human resources within the organization to be able to think and act as desired by the organization. Human resource management is an approach to human management that is based on human values in relation to the organization (Sulistiyani, 2003). The Human Resources Management System related to the formal design of an organization to determine the effectiveness and efficiency of talent seen someone for realizing the goals of an organization (Mathis and Jackson, 2001).

Meanwhile, according Simamora (Simamora, 2001) is a Human Resource Management are activities or activities that are carried out so that the human resources within the organization can be used effectively in order to achieve various objectives. Samsudin states that Human Resource Management is a management activities include the utilization, development, assessment, provision of remuneration for the Man as an individual member organizations and business enterprises (Samsudin, 2006).

Human Resource Management is an activity to obtain human resources, develop, maintain and mendayagunakannya, to support the organization in achieving its objectives. The purpose of the Human Resources Management according to Samsudin (2006) is to improve the productive contribution of people or labor to an organization or company in a way that is responsible strategically, ethically and socially.

According to Cherrington (Geerts and McCarthy, 1997), the functions of human resources consist of: (1) *Staffing/Employment*, this function consists of three essential activities, such as planning, withdrawal, and selection of human resources. In fact the managers responsible for human resources needs mengantispasi; (2) *Performance Evaluation*, performance appraisal of human resources is the responsibility of the human resources department and managers. The managers bear primary responsibility for evaluating subordinates and the human resources department is responsible for developing the effective performance appraisal form and ensure that the performance assessment carried out by the whole company; (3) *Compensation*, in terms of compensation/reward requires a good coordination between the human resources department with the managers. The manager responsible for the increase in salary, while the human resources department is responsible for developing a good salary structure. Compensation system requires a balance between payments and benefits provided to workers. Payment includes salary, bonus, incentives, and distribution of profits earned by the employee. Benefits include health insurance, life insurance, leave, and so on. The human resource department is responsible for ensuring that compensation is competitive among similar companies, fair, appropriate. with applicable law (eg: UMR), and provide motivation; (4) *Training and Development*, the human resources department is responsible for helping managers become coaches and advisors both for his subordinates, creating the program training and development that is effective both for new employees (orientation) and existing (skills development), engage in training and development programs, puts the needs of the company will program pelati han and development, as well as evaluate the effectiveness of training and development programs; (5) *Employee*

*Relations*, the company that owns pekeja unions, human resources department plays an active role in negotiating and take care of the agreement with the unions.

(Nofianti and Suseno, 2014) to conduct a research with the results are: (a) The elements of competency that consists of the knowledge and skills have a high correlation with professionalism; (b) Elements have a relationship was with the attitude of professionalism; (c) The characteristics of professionalism on the quality, dedication and willingness to help have a correspondingly high; (d) The acquisition of knowledge in their field indicates the level of relationship is. The research was conducted by using Pearson Product Moment with the number of respondents of 480 people. (2) Ulida, University of Indonesia (Toruan, 2004) conducted a study wit the results are: (a) There is a positive and significant relationship between motivation structural officials with the performance; (b) There is a positive relationship and significant correlation between the variables of competency with performance structural officials. The study was conducted using Spearman Rank, and respondents were 117 people.

### 3. Methodology

Research type is descriptive research that is research which contains explanations systematically against facts there (Ghauri and Grønhaug, 2005) and hypothesis testing(*explanatory*)which is a form of research undertaken to provide description and explanation influence between variables through hypothesis testing (Malhotra, 2008). The method used is using the survey method a questionnaire on the grounds that the data used in this study are primary data derived from relevant agencies. The survey methods include surveying education, job analysis, document analysis, public opinion surveys, social surveys. A sample of 70 class III and IV employees.

### 4. Results And Discussion

To find out whether or not a factor analysis tool to be used in analyzing data has been obtained in this study, it can be seen from the value of Keizer Meyer Olkin Measure of Sampling Adequacy (KMO) and Bartlett's Test of Sphericity (BTS). KMO is an index used to measure proximity between variables and gives an indication of model accuracy of factor analysis. Appropriate factor analysis is used if the KMO index  $\geq 0.5$  and the higher the KMO index indicates the more appropriate the model is analyzed by the factor analysis as shown in Table 1 follows:

**Table 1:** The Value of KMO Measure of Sampling Adequacy & BTS

Keiser Meyer Olkin Measure of Sampling Adequacy		0,738
Bartlett's Test of Sphericity	Approx. Chi-Square	132,240
	Df	45
	Sig.	0,000

Source: Appendix

Table 1 shows the calculations of Keizer Meyer -Olkin Measure of Sampling Adequacy and Bartlett's Test of Sphericity can be interpreted as follows: (1) The calculation of KMO value is 0.738, this means that the data used is accurate, because the value of KMO is greater than 0.50, so factor analysis can be used. Or it can also be said that with a KMO value greater than 0.50, then the model used is correct. (2) The resulting BTS value is 132.240 with a significance level of 0.00, it indicates that with a high BTS value identifies the acceptance of the null hypothesis that all variables in the population do not have significant correlation with each other, so that the accuracy of factor analysis can be accounted for. (3) Principal Component Analysis Principal Componens Analysis and Common Factor Analysis. The eigenvalues for the three factors that represent all the factors tested are as presented in the following Table 2

**Table 2:** The Value of Eigenvalues Each Factor

Factor	Value
1	3,900
2	1,471
3	1,405

Source: Appendix

To know the raw variables of each factor is shown through the matrix of coefficient quantities between factors and variables (loading). In summary the magnitude of loading values of each factor can be seen in Table 3 below:

**Table 3: Matrix of Rotation Components**

Grouped Variables	Component		
	1	2	3
Work performance	0,022	0,857	-0,088
Experience	0,029	0,159	0,873
Physical And Mental Health	0,151	0,754	0,010
Marital status	0,825	0,149	-,0111
Age	0,761	-0,223	-,0189
Rank	0,869	0,123	0,115
Education	0,749	0,402	0,270
Technical ability	0,042	0,219	-,0660
Managerial Capabilities	0,632	0,508	0,167
Tribe / Race	0,529	0,440	-,0231

Source: Appendix

Table 3 shows that: there are 10 variables used in factor analysis. With each variable having a variance of 1, so the total variance is  $10 \times 1 = 10$ . If the ten variables are summarized into 3 (three) factors, then the variance which can be explained by three (3) factors are: (1) The first factor (work performance) is  $(3,900 / 10) \times 100\% = 39.00\%$ ; (2) The second factor (work experience) is  $(1,471 / 10) \times 100\% = 14.71\%$ ; (3) The third factor (physical and mental health) is  $(1,405 / 10) \times 100\% = 14.05\%$ . The total of the three factors will be able to explain  $(39.00\% + 14.71\% + 14.05\%)$  or 67, 76% of the variability of the 10 variables.

*Communality*

Of the ten variables in Table 2, it turns out that the technical ability variable has the weakest communality value, which is equal to 0.485. This means that the technical ability variable is not strongly related to the three factors formed

*Total Varianced Explained*

The value of 10 variables, if summarized into 3 (three) factors are: work performance (39.00%) + work experience (14.71%) + physical and mental health (14.05%) equal to 67.76%. And if seen from the eigenvalues, the three factors have a value above 1.

*Rotasi Component Matrix*

Based on Table 3 it can be concluded that from 10 (ten) variables used in this study can be reduced by using Varimax method into 3 (three) factors as follows: (1) Factor 1 (work achievement) consist of marital status, age, education, manejerial and ethnic/racial abilities; (2) Factor 2 (work experience) consists of work performance variable and physical and mental health; (3) Factor 3 (physical and mental health) consists of experience variables.

The grouping of all available variables is only 3 (three) factors with the grouping of each variable as presented in Table 5

**Table 5: Factor Rotation Value**

Factor	Grouped Variable	Loading Value	Pct of Variance	Cumulative Pct
1	Work Performance	0,022	0,220	0,220
	Marital Status	0,825	8,250	8,470
	Age	0,761	7,610	16,080
	Rank	0,869	8,690	24,770
	Education	0,749	7,490	32,360
	Technical Ability	0,632	6,320	38,580
	Tribe / Race	0,529	5,290	43,870
2	Work Experience	0,029	0,290	0,290
	Work Performance	0,857	8,570	8,360
	Physical And Mental Health	0,754	7,540	15,900
3	Physical and Mental Health	0,151	1,510	1,510
	Experience	0,873	8,730	10,240

Source: Appendix

Interpretation of each grouping of variables are as follows:

- (a). Variable of achievement of work, marital status, age, rank, education, manejerial ability and tribe/ras. Factor is highly considered by the leadership in policy making for the placement of employees in structural positions echelon III and IV. Job performance is an important factor to consider because if the leadership chooses employees who have good work performance to be placed as structural officials of echelon III and IV, the selected employee will be able to help improve the quality of the institution or institution he leads.

The results of this study are in accordance with the research of the Research Team BKN Research and Development Center BKN Jakarta (Nofianti and Suseno, 2014), Rofai (2006), and Daulay, Arfan, and Basri (2015).

- (b). Variable work experience, work performance and physical and mental health. Factor of work experience is very important to be considered, because for experienced employees will have a different work productivity with employees who have no experience.
- (c). Variables of physical and mental health and experience. Physical and mental health and experience merupakan important factors that need to be considered by the leadership in policy making to place employees in structural positions echelon III and IV. Hasil this study in accordance with research that has been done by previous researchers ie Research Team BKN Research and Development Center BKN Jakarta (2004), Rofai (2006), Siregar and Hasanbasri (2006), Riza (2009), and Rahyubi (2010).

## 5. Conclusion

Of the three factors that are most influential and very important consider in the placement of employees in structural positions is the performance of work, because this factor has the greatest Eigenvalues value among other factors that is equal to 3.900. The results of this is the placement of employees should consider the factors: (a) Academic achievement; (b) Experience; (c) Employee's ability; (d) Physical and mental health; (e) Marital status; (f) Age.

The results of this study also in accordance with the opinion of Nawawi (1992) which states that seniority consideration alone is not enough, because it will be bad for work organization, especially if the employee is not achieving because of low ability. For that seniority must be aligned with job performance. The results of this study are also in accordance with the regulations made by the Government on the placement of employees in the structural positions set forth in article 6 of Government Regulation No. 100 of 2000 as follows: (a) Seniority in rank; (b) Age; (c) Education; (d) Job Training; (e) Experience owned.

Policymakers need to update data on employee development in their work environment. This is to facilitate policy makers in making decisions about the placement of employees in structural positions. For the Regional Personnel Officers or the Center in the placement of structural employees should consider the factors contained in Government Regulation No. 100 of 2000 article 6, namely 1. Seniority in rank, 2. Age, 3. Education, 4. Training positions, 5 Experience owned.

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*Kepegawaian Negara (BKN). FISIP.*

### **Biographies**

**Sayekti Suindyah Dwiningwarni**, is a lecturer of Darul ‘Ulum University Jombang, Department of Economics, Jl. Gus Dur 29 A, Jombang, East Java, Indonesia

**Abdul Faruk**, is a lecturer of Mataram University, NTB, Magister of Management, Jl. Pendidikan No. 37, Mataram, NTB, Indonesia

**Judi Suharsono**, is a lecturer of Panca Marga University, Probolinggo, Department of Accounting, Jl. Yos Sudarso 107, Dringu, Probolinggo, Indonesia

**Muh. Barid Nizarudin Wajdi**, is a lecturer of STAI Miftahul Ula Nganjuk, Department of Management, Ds. Bogo, Nglawak, Kertosono, Nganjuk, East Java, Indonesia

**Ali Muhajir**, is a lecturer of Islamic Darul ‘Ulum University Lamongan, Department of Management, Jl Airlangga 3, Sukodadi, Lamongan, East Java, Indonesia

**Abdul Talib Bon** is a professor of Production and Operations Management in the Faculty of Technology Management and Business at the Universiti Tun Hussein Onn Malaysia since 1999. He has a PhD in Computer Science, which he obtained from the Universite de La Rochelle, France in the year 2008. His doctoral thesis was on topic Process Quality Improvement on Beltline Moulding Manufacturing. He studied Business Administration in the Universiti Kebangsaan Malaysia for which he was awarded the MBA in the year 1998. He’s bachelor degree and diploma in Mechanical Engineering which his obtained from the Universiti Teknologi Malaysia. He received his postgraduate certificate in Mechatronics and Robotics from Carlisle, United Kingdom in 1997. He had published more 150 International Proceedings and International Journals and 8 books. He is a member of MSORSM, IIF, IEOM, IIE, INFORMS, TAM and MIM.