

## Organizational Behaviour

*Elixir Org. Behaviour* 95 (2016) 41042-41045

**Elixir**  
ISSN: 2229-712X

# Effect of Human Resources Development and Placement of Human Resources Motivation to Work

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### ARTICLE INFO

#### Article history:

Received: 30 April 2016;

Received in revised form:

11 June 2016;

Accepted: 17 June 2016;

#### Keywords

Human Resource Development,  
Human Resource Placement  
and Work Motivation.

### ABSTRACT

Companies must remain consistent in the development of human resources will be obtained on a periodic basis so that human resources are more qualified again so it will be able to contribute to employee motivation. As well as the placement of human resources should be made of companies with selective as possible so that staffing will be right in place and will make a major contribution to the work motivation.

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### Introduction

In the present economic development is rapidly increasing throughout the company then tried to follow the progress of the economy so that the company will not experience defeat in the competitive life of the company's future.

Various efforts made by companies ranging from the preparation of human resources, technology, and financial, competitive strategy and other efforts so that the company can survive on the development of economic progress.

The economic progress that there actually will be a positive impact on the company because it will give the company increased revenue, but the company does not follow the progress of the economy, the company would defeat competing with other companies. One of the many efforts to be made by the company is to pay attention to the human resources that exist in the company so the company must prepare competent human resources who have the ability and expertise.

Increased human resource capacity should be a human resource development program for the company with the involvement of human resources in the company through the improvement of education and experience for employees. Human resource development program is the company's long-term work program that should be retained by the company due to advances in technology also continues to increase throughout the year.

Advances in technology continue to occur outside of the company throughout the year so the company must always anticipate the technological progress by following the increase in human resources in the company.

Then the human resource development program must diiukuti with proper staffing at each position that are tailored to the education and experience possessed by each worker. In the course of acceptance of new employees then the company should be able to select qualified new employees with the needs of companies that exist in the company so the company had to adjust to the requirements that must be owned by the applicant for new employees.

If the company is unable to adjust its human resource requirements against the background of each worker it will lead to disruption of the achievement of the employee's performance and the performance of companies that eventually the company will incur a financial loss. Correspondence between the working class background with placement of human resources it will produce the company's efficiency because all workers will be working as well as possible so that the achievement of the company's performance will be achieved.

Placement of appropriate human resources will affect human resources to produce maximum performance by relying on the skills available to it.

Destination placement of human resources is an attempt to put a human resources office, occupation, interests and abilities accordingly so that human resources will be more productive.

Work motivation will be affected by the condition of the human resources that exist in the company both in terms of human resource development and the proper placement for the human resources in the company.

Human resources who have the education and experience as well as placement of human resources in accordance with the job of human resources will produce high performance.

### Formulation of the Problem

Based on the background that has been described, it can be the formulation of the problem as follows:

1. How much influence the development of human resources on work motivation.
2. How much influence the placement of human resources on work motivation.
3. How much influence the development of human resources and staffing to the work motivation.

### Research Purposes

The purpose of this study was sebabi follows:

1. To find out how much influence the development of human resources on work motivation.

2. To determine how much influence the placement of human resources on work motivation.
3. To find out how much influence the development of human resources and staffing to the work motivation.

#### Research Use

1. This study is useful to make a conceptual contribution to the leadership of the company.
2. This research can provide recommendations to other researchers to study the same thing on different objects.
3. The weakness of this study will be updated by other researchers in the future.

#### Human Resource Development

Human resources are the perpetrators of various activities in the company so that the company can run with any of contributions of all workers in the company. Companies always have to consider the condition of the human resources that exist in the company where this is the main asset for the company to achieve its goals. The company is very high competition in the market and therefore the company should improve the ability of human resources through education and skills to be able to maintain the company's existence.

Human resource development is a long-term process to improve the capability and motivation in order to be a valuable asset a company with the aim of:

1. Increasing the productivity of labor.
2. Establishing a harmonious relationship between superiors and subordinates and the opportunity for innovative thinking.
3. The occurrence of the decision-making process more quickly and precisely because it involves an employee.
4. Improving morale (motivation) of all workers. (Mathis and Jackson, 2001).

Marwansyah, 2000, said that in improving the competence of workers and management in a planned're always working on the development of human resources which will generate the productivity of the company. Then Dessler, 2000, said that the development of human resources effective way to bring together a number of opportunities or challenges faced by the organization. Robbins, 1991, said that the policy of human resource development is comprised of: education and training, career development, performance appraisal and reward system.

#### Placement of Human Resources

Optimization of the company's performance is not only dependent on the development of human resources, but the placement of human resources is also a very important thing for a company to produce the performance of employees and good company.

Placement of human resources that will either make employees make a good performance where workers will seek to rely on the skills and expertise of the workers. Malayu Hasibuan, 2005, said that staffing is a follow-up of the selection that put prospective employees who accepted (passed the selection process) in the office / work is needed and delegate authority to that person.

Then Dewi Hangraeni 2011, explained that the placement is the assignment or reassignment of workers to do a job or occupy a new position within the company such as: promotion, transfer and demotion.

There are several factors to be considered in the placement of employees is as follows:

1. Factors academic concern for companies because of these factors will influence the performance of the company so that

academic factors will be considered in the placement of human resources.

2. Factor experience will also be considered in the placement of human resources where the higher one's experience in working will contribute to company performance.

3. Factors attitudes is the perception, personality and motivation into consideration for the company in the placement of human resources that will result in good performance for the company. (Pesiwarissa, 2008).

#### Work Motivation

Motivation comes from the Latin is "movere" which means it is a push or move.

All the human resources that exist in the company must always be driven by the company so that all existing human resources will work with the maximum and full of high morale.

Every worker who works will be supported by working spirit in him that seeks to foster a willingness to work with the education and experience possessed by each worker. With their high motivation for every worker will generate a boost for workers in working to achieve the goals and objectives of the company workers.

Flippo, 1997, said: Motivation is essence, it is a skill in aligning employee and organization interest so that behavior result in the achievement of employee want simultaneously with attainment or organizational objectives. (Motivation is a skill in directing employees and organizations in order to work successfully in order to achieve the wishes of the employees as well as the achievement of corporate goals.

Then Viktor Vroom (in Robbins, 2001 and Gibson, 1991) explains that all those who work will be motivated to work with great expectation of reward in the hope:

1. Valensi strength of a person's preference desire to earn great rewards.
2. Hope (expectancy) is the belief of employees of an organization to achieve what you desire to do a certain effort.
3. Instrumentation namely the desire of workers that benefit that will be received by workers when the work can be done well.

#### Previous Research

1. Phillips, D., Susan, et. Al, 1996, explaining that there is influence between the organizational climate and work motivation.

2. Widhi Agung Kurniawan, 2012, development of human resources affect motivation for working with coefficient of 0.586 with C.R value of 5.571 and a significance probability values obtained for (p) ketch 0,000 more than the significance level (Alpha) of 0.05. A coefficient of 0.586 means that the increase in the development of human resources amounting to 0.586 will affect the work motivation at 0.586.

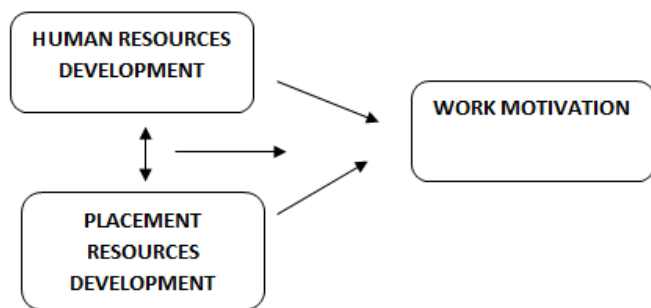
3. Yuli Kusdiah, 2012, Effect of human resource development on the motivation of small business with the r value of 0.099 due to lack of education and training provision

4. July, Anita, Nasir Aziz, Mukhlis Yunus, 2013, placement of human resources has an effect on work motivation and values by t-test where tcount> ttable namely 5.201> 1.654.

5. Yudy Widiantoro, 2012, placement of human resources has an effect on the productivity of the partial correlation value of 0.791.

#### Paradigm Research

With research based on the title, the background and the formulation of the problem, it can be made the research paradigm as follows:



### Research Hypothesis

Basic hypothesis formation is a premise which can be drawn upon studies that have been done earlier as evidence of the influence of the independent variables and the dependent variable in the study.

#### Premise 1

In companies where there is a good organizational climate will affect the motivation and work performance. (Phillips, D., Susan, et. Al, 1996).

#### Premise 2

Human resource development is carried out by organizations such as education and training, career development, performance appraisal and reward system will affect the work motivation (Widhi Agung Kurniawan, 2012).

#### Premise 3

Placement of human resources conducted by the organization with the right will have an influence on work motivation (July Anita, Nasir Aziz, Mukhlis Yunus, 2013).

#### Premise 4

Staffing done well have an influence on the productivity of labor (Yudy Widiyanto, 2012).

Based on a foundation of theory and previous research, it can be hypothesized as follows:

1. There is influence between the development of human resources on work motivation. (Premise 1, 2)
2. There is the influence of placement of human resources on work motivation (premise 3, 4).
3. There is influence between the development of human resources and staffing to the work motivation (Premise 1, 2, 3 and 4).

### Research Methods

#### Object of research

In this research, which serve as the object of research is the influence of human resource development, human resource placement on work motivation. Companies that serve as the object of this research is PT. Merangin Jaya Industrial.

#### Data types

Type of data collected in this study are primary data gathered through Questionnaire research instruments were distributed to employees who serve as the unit of analysis.

#### Population And Sample

The population in this study are employees of PT. Merangin Jaya Industrial amounted to 124 people, and then the whole research sample.

#### Research Design

In this study, the study design using a survey method that collects data from respondents using a questionnaire distributed to respondents.

Masri Singarimbun, 1989, said that the survey method is the information collected from the population with the hope that the data will get representatif.

Data analysis tool used in this research is the analysis of structural equation modeling (SEM = Structural Equation Modeling) is done first through validity and reliability test. Test the validity is eager to see the ability of the instrument to reveal something that becomes the object of measurements made by the instrument.

Uma Sekaran, in 2000, said that validity is to show the extent of the gauges that measure what you want measured. Reliability test is used to determine whether the data collection tool shows the level of precision, accuracy, stability or consistency of the tool in revealing certain symptoms of a group of individuals even if carried out at different times.

#### Statistic test

The statistical test used in this study to estimate the parameters formulated in the form of statistical hypothesis set forth by t test (t-test) on a probability of 0.05.

These statistical tests aimed wants to see the influence of each independent variable on the dependent variable.

#### Analysis and Evaluation

Based on data collected through a questionnaire sebanyak 124 respondents then the data is tabulated to identify the consistency of the relationship between the data required in the hopes the research, based on a statistical analysis of the results can be obtained as follows:

##### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	X1	X2
1	1	2.997	1.000	.00	.00	.00
	2	.002	40.379	.01	.68	.38
	3	.001	67.014	.99	.32	.62

a. Dependent Variable: Y

##### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	59.47763	69.44323	6.38952E1	1.642146	124
Std. Predicted Value	-2.690	3.379	.000	1.000	124
Standard Error of Predicted Value	.191	.752	.304	.116	124
Adjusted Predicted Value	59.36557	69.63821	6.39048E1	1.652050	124
Residual	-5.277398E0	4.529246	.000000	2.071781	124
Std. Residual	-2.526	2.168	.000	.992	124
Stud. Residual	-2.577	2.201	-.002	1.003	124
Deleted Residual	-5.488859E0	4.666151	-.009608	2.119005	124
Stud. Deleted Residual	-2.639	2.237	-.004	1.010	124
Mahal. Distance	.035	14.947	1.984	2.651	124
Cook's Distance	.000	.089	.008	.013	124
Centered Leverage Value	.000	.122	.016	.022	124

a. Dependent Variable: Y

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	X2, X1 <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: Y

Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621 <sup>a</sup>	.386	.376	2.088833

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

### 1. Effects of Human Resource Development (X1) Work Motivation (Y).

Based on the results of statistical analysis using SPSS obtained the explanation that the influence of human resource development (X1) on work motivation (Y) is approximately 7,394 which can be seen from thitung.

### 2. Effect of Human Resource Placement (X2) Work Motivation (Y).

Results of statistical analysis using SPSS obtained the explanation that influence the placement of human resources (X2) on work motivation (Y) is equal to 4.142 as seen from thitung.

### 3. Effect of Human Resource Development (X1) and Human Resource Placement (X2) Work Motivation (Y).

Then based on the results of statistical analysis using SPSS acquired penembangan explanation that influence human resources (X1) and staffing (X2) on work motivation (Y) is equal to 38.009 as seen from Fhitung.

### Conclusion

As conclusion on the results of statistical analysis in this study can be concluded as follows:

1. Effect of human resource development (X1) on work motivation is equal to 7.394, namely points thitung human resource development (X1).
2. Effect of placement of human resources (X2) on work motivation (Y) is approximately 4.142 namely points thitung placement of human resources (X2).
3. Effect of human resource development (X1) and staffing (X2) on work motivation (Y) amounted to 38.009.

### Suggestion

1. The company must be more serious in developing human resources by improving education and training as well as in other forms that can impact the quality of human resources.
2. The placement of human resources should also be more selective again to be performed by the company so it will be even greater influence on employee motivation.

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