The Impact of Job Placement and Workload on Employee Motivation at Bringin Gigantara Indonesia Makassar Branch Office

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Abstract. This study aims to look at the impact of job placement and workload on employee motivation at Bringin Gigantara Indonesia Makassar Branch Office. The sample of this study consisted of 83 employees who worked at the PT. Bringin Gigantara Indonesia Office of the Makassar Branch. The research method used in this research is the quantitative method. The data analysis technique used is a double linear regression analysis using the help of Statistical Product and Servive Solution (SPSS) version 25.0. The findings in this study show that simultaneous placement and workload have a significant influence on employee motivation at a significant level of $0,000 < 0,05$. And partially placement has a positive and significant impact on employment motivation with a significant degree of $0.000 < 0,05$. For the Company is expected to continue to develop the placement to improve employee motivation, seen from the questionnaire that has been completed by employees of PT. Bringin Gigantara Indonesia Makassar Branch Office obtained data that placement can affect the motivation of work, so that with the presence of the maximum placement then the employee's motivation will increase.

Keywords: Placement, Workload, Employee Motivation

1   Introduction

Human resources are the main driving force in a company. The key to the success of a change lies in human resources, namely as initiators, energizers, creativity and their efforts to the organization to improve the ability to change the organization continuously.

Every company needs a human resource capable of bringing the company forward and flourishing. PT. Bringin Gigantara Indonesia is a company that deals with IT procurement and supporting devices trusted by PT. Bank Rakyat Indonesia (Persero) in terms of ATM or Cash Replenishment Outsource (CRO) or Cash In Transit charging services. (CIT). Bringin Gigantara also carries out maintenance of BRI E-Channel devices (ATM, EDC, CCTV, Alarm) and IT equipment along with its Infrastructure as well as power providers and computer technicians spread across the Central Office and BRI Regional Office across Indonesia. Bringin Gigantara Indonesia has several

supervisory branches located on a particular island. The Makassar branch office is the supervisory branch office that handles all collaborative branch offices in the eastern part of Indonesia.

In terms of developing its human resources, the company must be able to increase employee motivation. Motivation plays a crucial role in every employee's activity. The motivation consists of the attitude of the employee in the face of the enterprise work study (situation). Motivation is a condition or energy that moves employees directed or targeted to the organization's goals. As humans, we have needs that are sought to be fulfilled. In order to a state of motivation, then we must have certain actions that must be satisfied, and when that need is satisfied then there are other needs that appear until everyone is motivated. [1]

Motivation is the desire within a person that causes the person to act. [2] Furthermore, Maslow describe motivation was a process of fulfilling needs. There are many factors that can influence employee motivation in a company, one of them is job placement. Every employee placed according to his ability is expected to be able to have a good job motivation.

Job placement is an act of selection, namely, placing the candidate recruited (after selection) in the position/job that needs it, while delegating authority to the person. Thus, the candidate officer will be able to perform his duties in their respective positions [3]. Furthermore, it is mentioned that the officers assigned at the moment are accepted and declared ready to be placed in a position or unit of work according to their qualifications. The Job placement is not final but must remain open to the possibility of its relocation. [4]

In addition to job placement, workload is also a factor that can affect job motivation. Too high workloads sometimes make employees less motivated to work, so performance is also not maximum [5]. Workload is something that is derived from the interaction of the demands of the working environment, the tasks used as a workplace and skills as well as the perception of employees. Work load is the determination of the number of workers needed to complete a job within a certain period of time [3]. A load of work is a group or series of activities that must be completed by an organizational unit or a position holder in a certain time period. Based on the various definitions above, it can be concluded that a workload is a job to be completed by a person within a certain period of time, the workload can be both physical and mental, which can be viewed objectively and subjectively. [7]

Based on the initial observations made by the author at PT. Bringin Gigantara Indonesia Office Makassar Branch, where the motivation of employees is very important to support the success of the company. Employee motivation can be influenced by placement and workload. The Makassar branch office is the supervisory branch office that handles all the collaboration branch offices in the eastern part of Indonesia. The large number of branch offices resulting in excessive burden of completion of assigned tasks is not comparable to the ability of employees at the Makassar Branch Office, thus affecting less maximum output. Therefore, it is crucial for companies to build a mature human resource that can handle the workload in order to increase employee motivation.

2   Research Methods

The approach used in this research is quantitative research, meaning research that aims to find out the influence or relationship between variables. In this study, the researchers used double linear regression analysis. The population in this study is employees who work at PT. Bringin Gigantara Indonesia Makassar as many as 100 people. Sampling technique in this research uses Krejcie and Morgan tables of 83 samples.

This research uses several methods of collecting data, among others through interviews, questionnaires and through documentation to obtain data on the number of staff, rank, level of education and other rules established by P.T. Bringin Gigantara Makassar Branch Office.
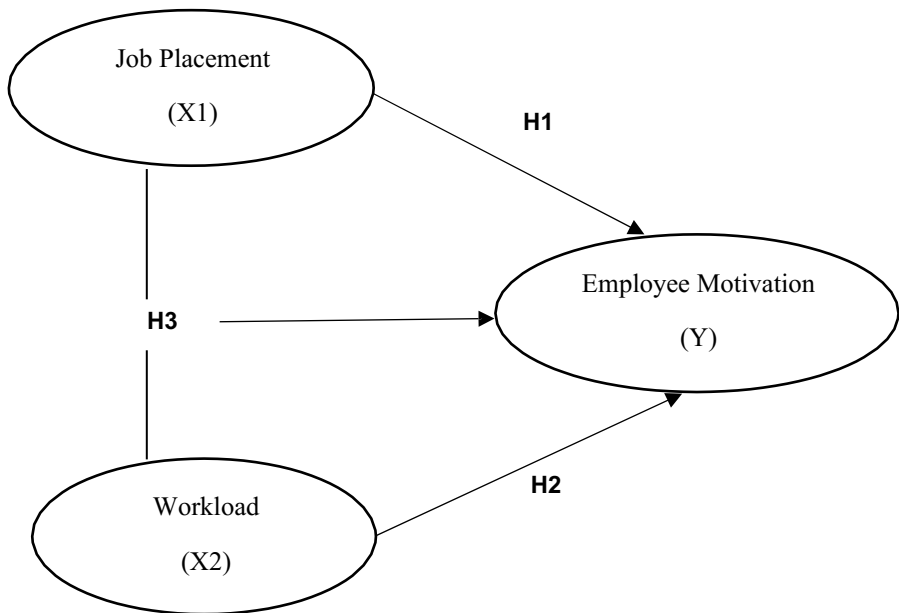

Figure 1. Conceptual Framefork

Based on the conceptual framework above, the hypothesis in this study are:

H1   : Job Placement has a Positive and significant impact on job motivation at Bringin Gigantara Indonesia Branch Office Makassar

H2   : Workload has a Positive and significant influence on work motivation in Bringin Giantara Indonesia Office of Makassar Branch

H3   : Job Placement and workload simultaneously have a
            significant and positive impact on the motivation of
            work at Makassar branch Office.

3   Result Validity Test

A questionnaire is said to be valid when the correlation coefficient value should be > 0.30 with the P-value to be < 0.5 then the statement is declared valid. The following table is a validity test results table using the help of the SPSS 25.0 for windows application.

Table 1. Validity Test

Variabel	Indicators	Sample (N)	P-value	Pearson Correlation
Job Placement (X₁)	Background	83	0.000	0.915^{**}
	Working Skill	83	0.000	0.946^{**}
	Knowledge	83	0.000	0.920^{**}
Workload (X₂)	Working Condition	83	0.000	0.943^{**}
	Time Usage	83	0.000	0.913^{**}
	Goals	83	0.000	0.913^{**}
Motivation (Y)	Responsibility	83	0.000	0.835^{**}
	Work Performance	83	0.000	0.750^{**}
	Opportunities	83	0.000	0.844^{**}
	Work Recognition	83	0.000	0.892^{**}
	Challenging Job Performance	83	0.000	0.739^{**}

Based on the table 1 obtained validity test results on three declared valid variables. It can be concluded that in the Position variable (X1) the highest correlation coefficient value is in the work skill indicator with the correlations coefficent value 0.946 > 0.30 and the P-value value 0,000 < 0.5. In the Workload variabel (X2) the higheste correlational coeffice value is on the working condition indicator, with the correlation cofficient rate 0.943 > 0.30, and the p-values value 0.000 < 0.5; and in the Motivation variable, the most correlative value is at the indicator of recognition of performance with a correlated coefficer value 0.892 > 0.30. In the overall indicator showing the corelations value is greater than 0.30

Table 2. Reliabity Test

Variable	Number of Indicators	Reliability
Job Placement (X₁)	3	0.916
Workload (X₂)	3	0.912
Motivation (Y)	5	0.866

Table 2 is the results of the rehabilitation test on the three variables stated can be (usable/reliable) for use because it has a Cronbach's Alpha value > 0.60. Thus it can be concluded that the Position variable (X1) measured with 3 (three) indicators has the Cronbah's Alfa value = 0,916 > 0,60. The Work Load variable(X2) measuring with 3(three)-indicators has Cronbachs Alpha value = 0.912 > 0.60.. The entire variable in this study is stated to have high reliability so that the variable can be used in the modeling of this research.

In this study, the researchers conducted a normality test using the Kolmogorov-Smirnov (K-S) non-parametric statistical analysis method in which they tested using the SPSS 25 for windows program.

Table 3. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		83
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	.34834349
Most Extreme Differences	Absolute	.053
	Positive	.053
	Negative	-.035
Test Statistic		.053
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Based on the SPSS output table in the table above, it is known that the significance value of Asiymp.Sig (2-tailed) is 0.200 > of 0.05. Then according to the basis of decision-making in the Kolmogorov-smirnov normality test above, it can be concluded that the data is normally distributed.

Descriptive Analysis

Descriptive statistical analysis is used to give a viewed picture of mean values, standard daviation, variants, maximum (highest value), minimum (lowest), sum, range, curtosis and skewness.

Table 6. Descriptive Analyisis

	N	Range	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Job Placement	83	2.7	2.3	5.0	315.5	3.801	0.0862	0.7854	0.617	0.072	0.264	-1.122	0.523
Workload	83	3.2	1.8	5.0	300.0	3.614	0.0937	0.8534	0.728	-0.110	0.264	-0.818	0.523
Employee Motivation	83	3.2	1.8	5.0	289.4	3.487	0.0867	0.7897	0.624	-0.084	0.264	-0.926	0.523
Valid N (listwise)	83												

Job placement in this study shows the number of respondents (N) is 83, out of 83 respondents the minimum score is 2.3, and the maximum score is 5.0. The Range value is 2.7, and the Sum value is 315,5. The mean value is 3.801 with the standard deviation value is 0.7854. The Sweekness and Kurtosis values on the placement variables are 0.072 and -1.122, so it can be concluded that the data on the Placement variable is distributed normally.

The workload in this study showed that the number of respondents (N) was 83, of 83 respondents a minimum score of 1.8, and a maximum score of 5.0. The Range value was 3.2 and the Sum value was 300,0. The mean value was 3.614 with a standard deviation value of 0.8534. The Sweekness and Kurtosis values on the placement variables were -0,110 and -0,818, so it can be concluded that the data on the workload variables are normally distributed.

The motivation of employees in this study showed that the number of respondents (N) was 83, out of 83 respondents the minimum score was 1.8, and the maximum score was 5.0. The Range value was 3.2 and the Sum value was 289.4. The mean value was 3.487 with the standard deviation value of 0.7897. The Sweekness and Kurtosis values on the placement variables were -0,084 and -0,926, so it can be concluded that the data on the placements variables are normally distributed.

Regression Analysis

Table 7. Coefficients Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.284	.151		1.884	.063
	Job Placement	-.042	.031	-.149	-1.362	.177
	Workload	.040	.028	.155	1.411	.162

a. Dependent Variable: Motivation

$$Y = 0{,}284 + {-}0{,}042X1 + 0{,}040X2 + e$$

The regression analysisequation can be explained as follows. The constant value (α) of 0.284 states that when there is no free variable (placement and workload) then the employee's motivation remains to produce a value of 0,284 or, in other words, if the placement and laborload variable does not affect or is equal to 0 then employee motivation continues to produce 0.284. 2. The placement regression coefficient value (X1) of -0,042 states that any increase in one placement level will reduce employee Motivation.

T-test

The t-test aims to see whether there is an influence of each independent variable individually on the dependent variable. If a significant value is < 0.05 then it can be said that the independent variables influence the dependant variable or the hypothesis is accepted, whereas if the significant value is > 0.05, then it is possible to say that the independent variables have no influence on the depending variable, or the hypothetics are rejected. As for the t test results can be seen in the table as follows:

Table 8. T-test

Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
1	(Constant)	-.173	.245		-.706	.482		
	Job Placement	.893	.050	.888	17.960	.000	.995	1.005
	Workload	.073	.046	.079	1.603	.113	.995	1.005

a.   Dependent Variable: Motivation

From the test results carried out in this study obtained t count value 17,960 with a significant step 0,000. Because of the significant value 0,000 $<$ of 0.05 so it can be concluded that the hypothesis H0 is rejected and Ha accepted, or the placement variable has a positive and significant influence on employee motivation. In addition, for the variable workload the value t counts 1,603 with the significant step 0.113. Because the significance value is 0,113 $>$ of 0.05, so it may be inferred that the Hypothetic H0 accepted and Ha rejecting, or workload variable is not significant to employee Motivation.

F-Test

F-Test is to see whether there is an influence of the independent variable grouped or combined on the dependent variable. If a significant value is < 0.05 then the hypothesis

is accepted or it can be said that the independent verbal simultaneously affects the dependant variable. If the value is significant > 0.05, then the hypothesis is rejected or can be stated that the independent verbal concurrently has no influence on the variable dependent. As for the results of the test-f, you can see the following table:

Table 9. Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	41.185	2	20.593	165.567	.000[b]
	Residual	9.950	80	.124		
	Total	51.135	82			

a.   Dependent Variable: Motivation

b.   Predictors: (Constant), Job Placement; Workload

Table 9 shows that the value of f counts 165,567 with a significant scale of 0,000 < 0,05, then according to the basis of decision-making in the test F it can be concluded that the accepted hypothesis or can be said to be independent (placement and workload) influences simultaneously on the dependent variable i.e. employee motivation.

Table 10. Determination Coefficient Test (R^2)

Model Summary[b]

a.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.897[a]	.805	.801	.352670906274218	.805	165.567	2	80	.000	1.550

Predictors: (Constant), Job Placement; Workload

b. Dependent Variable: Motivation

Based on table 10 above obtained a R value of 0.897 which means between the placement variable and the workload interrelated to employee motivation of 89.7%. This indicates that there is a strong relationship to the variable. While R Square is 0.805 which means 80.5%. Employee Motivation can be influenced by placement and workload whereas the remaining 19.5% is influenced by other variables that are not included in the stud

4   Discussion

From the results of the test carried out in this study obtained a t count of 17,960 with a significant step of 0,000. Because of the significant value 0,000 < of 0,05 so it can be concluded that the hypothesis accepted, or placement variable has a positive and significant influence on employee motivation.

This proves that maximizing the placement of an employee to increase employee motivation, then every company is obliged to maximize placement so that the employee's motivation will increase. This study is in line with late research which found the results that the placement partially had a significant influence on the motivation of employees at the office of the provincial irrigation service of Aceh. [7] From the results of the test performed in this study obtained a t count value of 1,603 with a significant scale of 0.113. Because of the significant value of 0,113 > of 0.05, it can be concluded that the hypothesis H0 was accepted and Ha rejected, or the workload variable was not significant to employee motivation. This means that the higher the workload, the higher will be the motivation of employees, but it is necessary to be careful in keeping with the results of this study given the average answer score of respondents to the description of the variable workload of employees at PT. Brigin Gigantara Indonesia Makassar Branch Office stated that it disagrees with the statement of the working load variable in other words the work load is below average (under load). This is in line with the research that has been carried which states that there is no significant influence between workload on motivation. [8]

As for the non-significant cause of the influence of the workload on the motivation of employees because of the weight of workload that must be borne by PT. Bringin Gigantara Indonesia Makassar Branch Office One of them is the numerous branch offices located in some parts of East Indonesia which must be carried out where all the accounts are carried by the PT. Nevertheless, the results of this study show that the workload at the Makassar Branch Office of Bringin Gigantara Indonesia is good enough, but it is necessary to carry out an evaluation and workload analysis thoroughly in order to create an optimal workload.

The results of the test f where the value of f counts 165,567 with a significant degree of 0,000 < 0,05, then according to the basis of decision-making in the test F it can be concluded that the accepted hypothesis or can be said that it is independent (placement and workload) influences simultaneously on the dependent variable i.e. employee motivation.

5   Conclusion

Based on the results of research on employees respondents at PT Bringin Gigantara Indonesia Branch Office Makassar, then it can be concluded several things, among others, Placement has a positive and significant influence on employee motivation at PT Bringin Gigantara Indonesia Branch Office Makassar.

Therefore, the author suggests that the company continues to develop job placement to improve employee motivation, seen from the questionnaire that has been completed by employees of PT. Bringin Gigantara Indonesia Makassar Branch Office obtained data that the placement can affect job motivation so that with the presence of maximum work tightness then the employee's motivation will increase. In addition, for further research to be able to develop research by adding variables as well as expanding the scope of research related to the motivation of employees of PT. Bringin Gigantara Indonesia Makassar Branch Office.

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