

The Effect Of Placement And Competency On Performance Through Employee Commitment In Financial Center Office Ministry Of Defense Indonesia

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AbstractThe purpose of this study is to analyze the effect of placement and competence on employee performance through employee commitment. The research was conducted by explanatory method that is unstructured and informal research with the aim to get information about the general nature of the research problem. The sample of research is 50 employees of central ministry of defense. Research sampling technique using simple random sampling. The research method used cross sectional quantitative method with multiple linear regression and path analysis.

The results showed that the variable placement, competency variable and employee commitment simultaneously or partially have a positive effect on employee performance. While the commitment variable cannot mediate between placement and competence on employee performance.

Keywords: Placement, Competence, Commitment, Performance

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I. Introduction

The Rapid Pace Of National Development In All Areas Of This Reform Era Requires A Reliable Employee. This Means That Existing Employees Should Be Able To Continue The Sustainability Of National Development Through The Improvement Of Human Resources Professionally. Professionalism Requires Dedicated Employees, Good Morality, High Loyalty And High Work Discipline.

The Role Of Employees As The State Apparatus Is Required To Carry Out Their Respective Duties To Be More Resilient, Skilled, Dexterous, Dedicated And Lead To An Efficiency To Achieve The National Goal Of Creating A Just And Prosperous Society Equitable And Sustainable Both Material And Spiritual. To Be Able To Mobilize Or Direct Employees Appropriately So As To Work More Efficiently In Achieving The Established Goals, Employers Or Government Officers Need To Receive Serious Attention From Every Organization. One Of The Keys To The Success Of An Organization In The Effort To Achieve Goals Is Determined By The Ability And Skill Of Its Employees In Addition To The Ability Of The Leader Or Supervisor In Moving And Directing Subordinates Or Employees.

Current Conditions Indicate That The Human Resources Of Existing Civil Servants Or State Apparatus Are Still Far From What Is Expected. The Current Depiction Of The State Apparatus's Human Resources Demonstrating Low Professionalism, The Abundance Of Corrupt Practices, Collusion And Nepotism, Poor Service To The Community, Inadequate Salary Levels, Living In Client Patron Patterns, Lack Of Creativity And Innovation, Working On The Basis Of Guidance Technical Obsolescence And More Concern Is That Most Of The Existing Employee Placement Does Not Match The Educational Background Of The Employee Concerned. This Shows That The State Apparatus In Indonesia Is Still Weak.

The Picture Gives Us The Impetus To Make Changes To The Human Resources Of The Indonesian Apparatus (Bureaucratic Reform). The Development Of Human Resources Is Very Significant In Improving The Performance (Performance) Of The Organization And Is A Management Tool To Realize The Figure And Professionalism Of A Leader In The Position Of Public Organizations As Well As In Private Organizations / Business.

Professionalism Of Employees Is Inseparable From The Ability And Competence Of The Employees Concerned. The Purpose Of An Organization Will Be More Easily Achieved If Employees Have The Ability And Competence In Accordance With The Desired Position. But Competence And Ability Alone Are Not Enough To Improve The Performance Of Employees, It Also Requires Accuracy In Placing Employees In Accordance With The Competence And Ability.

Employee Placement Is One Of The Problems In An Organization. Placement Of Employees In The Right Position Positions Will Have A Positive Impact On An Organization In Achieving The Goals Set, But Otherwise If The Placement Is Not Appropriate Will Cause Negative Impacts And Cause Obstacles In The Operational Activities Of The Organization.

The Principle Of Placement Of The Right Man On The Right Place Will Be Achieved If The Assigned Personnel Have Competence In Accordance With The Needs Of The Position Or Position Available. Employee Competence Has An Important Role In Achieving The Success Of Carrying Out A Given Task, Success In Performing The Duties Of Employees Reflected In The Results Of A Positive Performance Means That The Task Given Can Be Implemented Optimally.

II. Literature Review

2.1. Employee Performance

Rivai (2005: 309) Said That The Performance Is A Real Behavior That Displayed Every Person As Work Performance Generated By Employees In Accordance With Its Role In The Company. Robbins (2001: 6) Mentions That In Simple Terms The Employee's Performance Is "A Function Of The Interaction Between Ability And Motivation, But There Is Still A Missing Part Of The Function Other Than The Intelligence And Expertise Of An Individual Both Of Which Are Part Of Ability And Motivation Of Every Employee Is An Opportunity.

Sutrisno (2013: 151) Reveals "That Performance Or Work Performance Is The Result Of Work That A Person Has Achieved From His Work Behavior In Carrying Out Work Activities."

2.1.1. Factors Affecting Performance

Sutrisno (2013: 152) Argues That "To Measure The Behavior Or The Extent To Which Individuals Behave In Accordance With What Is Expected By The Organization Or Institution, That Is, Work Performance Is Generally Associated With Achieving The Results Of Established Work Standards." Measurement Of Performance Or Performance Directed On Six Aspects That Are Key Areas Of Achievement For The Company, Namely:

1. The Results Of Work, Is The Level Of Quantity And Quality Of Work That Has Been Produced And The Extent To Which Supervision Is Done.
2. Knowledge Of Work, Is The Level Of Knowledge And Mastery Associated With The Job Task.
3. Initiative, Is The Level Of Initiative Or Willingness To Carry Out Work Tasks And Handling Problems That Arise.
4. Mental Attachment, Is The Level Of Ability And Speed In Receiving Work Instructions And Adjust To Work Methods.
5. Attitude, Including The Level Of Morale And Positive Attitude In Carrying Out The Job Task.
6. Discipline Of Time And Attendance Is The Timeliness And Attendance.

2.2. Employee Placement

According To Hariandja (2005: 156) The Placement Of Employees Is "Placement Is The Process Of Assignment / Replenishment Of Office Or Reassignment Of Employees On The Task / New Office Or Different Positions." Meanwhile, According To Mathis And Jackson (2006: 262) Placement Is " The Right Job Position, How Well An Employee Matches His Job Will Affect The Amount And Quality Of Work ".

Based On The Definition Presented By The Experts Above, Then We Can Conclude The Placement Of Employees Is The Activity Of Allocating Employees In Certain Job Positions In Accordance With The Ability, Skills, And Expertise In Order To Achieve The Purpose Of The Agency.

2.2.1. Types Of Employee Placement

Type Of Employee Placement According To Rivai (2011: 211):

1. Promotion
Promotion Occurs When An Employee Is Removed From Another Higher Employment Job In Payments, Responsibilities And Or Levels. Generally Given As Awards, Rewards (Reward System) For Business And Achievements In The Past.
2. Transfer And Demotion
Transfers Occur When An Employee Is Removed From A Field Of Other Duties Of Duty Whose Level Is Almost Equal To Both The Level Of Salary, Responsibility, And Structural Level. Demotion Occurs When An Employee Is Moved From A Lower Position Position To Another, Both The Level Of Salary, Responsibility, And Structural Level.
3. Post Job-Posting Program

Is To Provide Information To Employees About The Opening Of Vacancies And Requirements. The Announcement About The Vacancy Invites Qualified Employees To Apply.

2.2.2. Dimension Placement

The Dimensions Used To Measure Employee Placement Using Placement Dimensions Put Forward By Siagian (2005: 19) Are:

- a. Knowledge Is A Collection Of Facts That People Have After Making Observations And Thinking And Can Accumulate.
- b. Interest Is The Attention, Joy, The Tendency Of A Person's Heart To Contain Elements Of Feelings That Can Determine An Attitude That Causes A Person To Be Active In A Particular Activity.
- c. Skills Are A Person's Ability To Accomplish His Tasks.
- d. Experience Is Something Special Skill A Person Already Possesses And Has Experienced By That Person.

2.3. Employee Competencies

Competence Is An Ability To Perform Or Perform A Job Or Task Based On Skills And Knowledge And Supported By The Work Attitude Required By The Work (Wibowo, 2007). Dessler (2006) Defines Competence As A Characteristic Of A Person Who Can Be Shown, Which Includes Knowledge, Skills, And Behavior, Which Can Produce Performance And Achievement.

From The Understanding Can Be Concluded That The Competence Is To Utilize Knowledge And Work Skills In Order To Achieve Optimal Performance. Thus The Competence Is Everything That Is Owned By Someone In The Form Of Knowledge Of Skills And Internal Factors Of Other Individuals To Be Able To Do A Job.

2.3.1. Characteristics Of Competence

According To Spencer And Spencer In Prihadi (2004: 38-39) There Are 5 (Five) Characteristics Of Competence, Namely:

1. Motives Are Things That A Person Thinks Or Wants Consistently That Leads To Action.
2. Properties Are Physical Characteristics And Responses Consistent With The Situation Or Information.
3. Self-Concept Is The Attitudes And Values That A Person Has.
4. Knowledge Is Information That A Person Has For A Particular Field. Knowledge Is A Complex Competency
5. Skill Is The Ability To Perform A Certain Task Both Physically And Mentally. "

2.4. Employee Commitment

Mathis And Jackson As Quoted By Munandar (2003: 36), Stated That Commitment Is "The Level Of Trust And Acceptance Of Employees For The Purpose Of The Organization And The Intention To Remain In The Organization." Luthans (2002: 28), Gives A Sense Of Commitment To The Organization As Follows: 1) A Sense Of Belonging To The Organization, 2) Discipline To Strive For The Interests Of The Organization 3) To Work Hard In The Interests Of The Organization 4) Cooperate With The Environment And Outside The Organization's Environment. "

It Can Be Concluded That Commitment Is A State In Which Individuals Become Deeply Bound By Their Actions. Through This Action Will Lead To A Belief That Supports The Activity And His / Her Training So That A Worker With A High Commitment In General Has A Great Need To Develop Themselves And Happy To Participate In The Decision-Making Process In The Organization Where They Work.

2.4.1. Factors Affecting Commitment

According To Steers (1985) Quoted In Sopiah (2008: 163) There Are Three Factors That Affect The Commitment Of Employees To The Organization, Namely:

1. Personal Characteristics Of Employees, Including Their Tenure In The Organization, And The Variation Of Different Needs And Desires Of Each Employee.
2. Job Characteristics, Such As The Identity Of The Task And The Opportunity To Interact With Co-Workers.
3. Work Experience, Such As Exemplary Organization In The Past And The Way Other Employees Expressed And Talked About Their Feelings About The Organization. "

III. Research Methods

3.1. Research Design

This Study Uses Explanatory Analysis And Descriptive Analysis, Which Aims To Determine The Influence Between Independent Variables And Bound. This Study Examines The Effect Of Placement Variables, And Competencies Simultaneously Or Partially On The Performance Of Employees Of The Ministry Of Defense Finance Center. Influence Between Variables Can Be Described In The Form Of Research Framework As Follows:

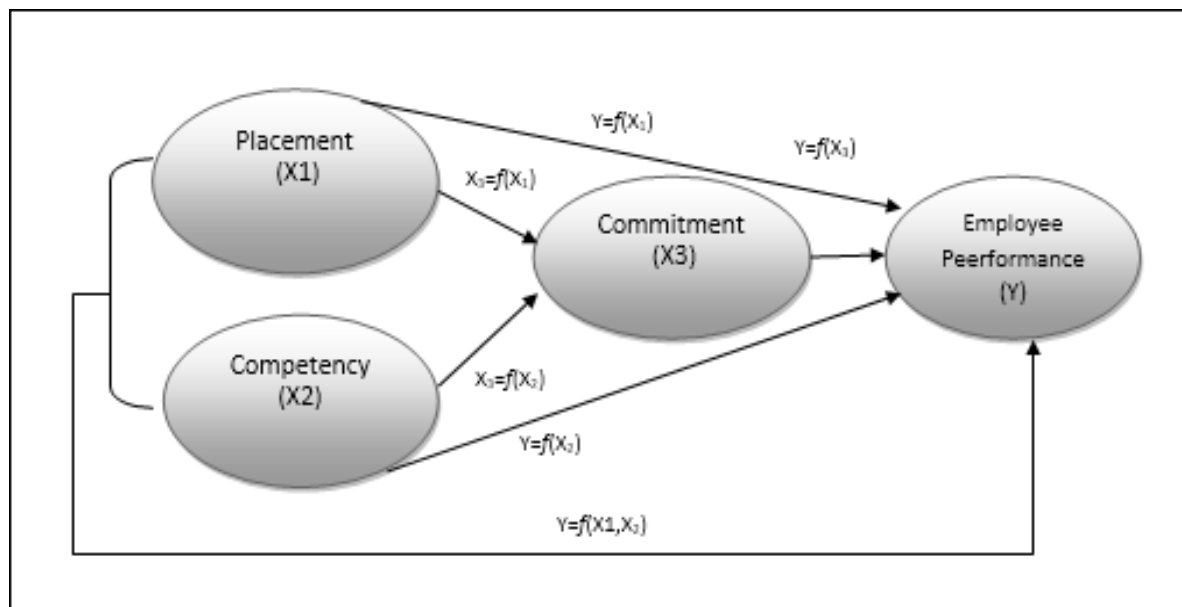


Figure 1. Conceptual Framework Of Research Model

3.2. Population And Sample

The Population In This Study Were Employees Of The Ministry Of Finance's Central Finance With A Total Of 150 Employees (Data Personnel, 2014) Distributed To Staff Positions. Sampling Is Done Randomly (Simple Random Sampling) Thus From 150 Employees, The Sample Is Considered As Representative As Much As 50 People (Slovin: 2001).

3.3. Method Of Collecting Data

To Obtain A Concrete And Objective Data Then The Researchers Collect Primary And Secondary Data:

Primary Data Is Data Obtained Directly From The Object Of Research. In This Case The Primary Data Obtained From The Field Research Data Collection Method Is Done By Direct Research On The Object Of Research In Question. Primary Data Collection Using Questionnaires. Respondents Were Asked To Fill Out The Questionnaire Answers By Checking (√) On The Measurement Scale Listed Below According To The Respondents' Most Correct Assessment Of The Statements In The Questionnaire. Measurement Scale Used In The Questionnaire Has A Score Between 1-5, The More To 1 Then The Answer Increasingly Disagree To The Next To 5 Means The Answer Strongly Agree. Secondary Data Is Data Obtained Indirectly From Research Object. In This Case The Secondary Data Obtained From The Library Research Data Collecting Method That Is Done By Studying And Understanding Books Literature Of The Work Of Authors Who Can Be Justified Basic Theory.

3.4. Data Processing Technique

3.4.1. Test Data Validity

Validity Is Intended To Test The Accuracy Of An Instrument In Measuring The Concept To Be Measured Or Performing Its Measuring Function. An Instrument Is Said To Be Valid If The Instrument Measures What Should Be Measured (Sugiyono, 1999). Testing The Validity Of The Instrument Using The Item Analysis, Which Is To Calculate The Score Of Each Item With A Total Score Which Is The Number Of Each Score Item. Coefficient Of Correlation Used Is Product Moment Correlation Coefficient.

3.4.2. Test Data Reliability

Looking For Instrument Reliability Whose Score Is Not 0-1, But It Is A Range Between Several Values, Eg 0-10 Or 0-100 Or Scales Of 1-3, 1-5, Or 1-7, And So On Can Use Alpha Coefficients (A) From Cronbach. This Test Is Done By Comparing The Value Of Cronbach Alpha With A Value Of 0.6. If The Value Of Cronbach Alpha Is Greater Than 0.6 Then It Can Be Said That The Question Is Reliable.

3.4.3. Hypothesis Testing

To Observe Each Model Significance, It Is Done Through T Test Estimators, And F Arithmetic. Predictive Models Are Used To Answer The Problems And Prove The Proposed Hypothesis.

For The Test F Alternative Hypothesis (Ha) Is Accepted If $F_{count} > F_{table}$ Or By Looking At The Value Of $P_{sig} < 0.05$ Then The Independent Variables (Placement, Competence And Commitment) Included In The Model Have A Simultaneous Or Simultaneous Influence On The Dependent Variable (Performance Employee). And For T Test, Alternative Hypothesis (Ha) Is Accepted If $T_{count} > T_{table}$ And If T Is Negative Signified Then $-T_{count} < -T_{table}$ Or By Looking At P_{sig} Value Less Than 0.05 Then Each Independent Variable Included In The Model Has Influence Partial To The Dependent Variable.

IV. Research Results And Discussion

4.1. Validity Test

Validity Test Is Used To Test Each Research Variable, Where The Entire Research Variable Contains 40 Statements Answered By 50 Respondents. Based On The Analysis That Has Been Done, The Test Results Validity Can Be Shown In The Table Below:

Table 1. Validity Test Results

No.	Statement	Cronbach's Alpha	Critical Values	Description
Placement				
1	Question 1	0,935	0,300	Valid
2	Question 2	0,920	0,300	Valid
3	Question 3	0,913	0,300	Valid
4	Question 4	0,912	0,300	Valid
5	Question 5	0,912	0,300	Valid
6	Question 6	0,920	0,300	Valid
7	Question 7	0,927	0,300	Valid
8	Question 8	0,929	0,300	Valid
9	Question 9	0,914	0,300	Valid
10	Question 10	0,919	0,300	Valid
Competence				
1	Question 1	0,900	0,300	Valid
2	Question 2	0,898	0,300	Valid
3	Question 3	0,912	0,300	Valid
4	Question 4	0,892	0,300	Valid
5	Question 5	0,893	0,300	Valid
6	Question 6	0,898	0,300	Valid
7	Question 7	0,907	0,300	Valid
8	Question 8	0,900	0,300	Valid
9	Question 9	0,899	0,300	Valid
10	Question 10	0,905	0,300	Valid
Commitment				
1	Question 1	0,973	0,300	Valid
2	Question 2	0,973	0,300	Valid
3	Question 3	0,973	0,300	Valid
4	Question 4	0,974	0,300	Valid
5	Question 5	0,976	0,300	Valid
6	Question 6	0,973	0,300	Valid
7	Question 7	0,976	0,300	Valid
8	Question 8	0,979	0,300	Valid
9	Question 9	0,978	0,300	Valid
10	Question 10	0,979	0,300	Valid
Performance				
1	Question 1	0,957	0,300	Valid
2	Question 2	0,952	0,300	Valid
3	Question 3	0,954	0,300	Valid
4	Question 4	0,957	0,300	Valid
5	Question 5	0,954	0,300	Valid
6	Question 6	0,953	0,300	Valid
7	Question 7	0,960	0,300	Valid
8	Question 8	0,954	0,300	Valid
9	Question 9	0,957	0,300	Valid
10	Question 10	0,957	0,300	Valid

Source: Primary Data Processed Year 2017

Based On Table 1 It Is Known That The Value Of Cronbach Alpha Is Greater Than The Critical Value Of 0.3. This Means That All Of The Question Items Submitted Are Valid.

4.2. Test Reliability

Test Reliability To Know The Extent To Which The Measurement Results Are Reliable And Consistent. Based On The Analysis That Has Been Done, The Results Of Reliability Testing Can Be Shown In The Table Below

Table 2. Results Of Reliability

Variable	Cronbach's Alpha	Critical Values	N Of Items	Description
Placements (X1)	0,928	0,600	10	Reliable
Competence (X2)	0,910	0,600	10	Reliable
Commitment (X3)	0,978	0,600	10	Reliable
Employee Performance (Y)	0,960	0,600	10	Reliable

Source: Primary Data Processed Year 2017

Based On The Above Cronbach Alpha Reliability Figures Can Be Seen That All The Questions That Exist Form A Reliable Measure Of The Variable Placement, Competence, Commitment And Performance Is Reliable.

4.3. Hypothesis Testing

Table 3. Test Of Variable Causality Of Research And Hypothesis Testing

Variable Dependent	Constanta	Variable Independent						F-Count		T value	R ²
		X1	Prob	X2	Prob	X3	Prob	Value	Prob		
Performance	19,583	,429*	,002							3,290	,184
	12,452			,576*	,000					4,886	,332
	16,811					,624*	,000			5,534	,389
	4,768	,368*	,014	,313*	,034	,440*	,001	14,395	,000		,484

Information :
X1 = Placement
X2 = Competence
X3 = Commitment
* p-value (probability value) <0.05

Source: Primary Data Processed Year 2017

4.3.1. Effect Of Employee Placement, Employee Competency And Employee Commitment To Employee Performance Simultaneously

Based On Table 3 It Is Known That The F Value Is 14.395 And The Significance Is 0.000. This Value Is Less Than 0.05. This Means That Employee Placement Variables, Employee Competence And Employee Commitment Have An Effect On Employee Performance Simultaneously. From Table 3 It Is Also Known That R Squares Of 0.484 Means Employee Placement Variables, Employee Competence And Employee Commitment Affect Employee Performance Of 48.4% While The Rest Is Influenced By Other Variables Not Included In The Equation Model.

4.3.2. Effect Of Employee Placement, Employee Competence And Employee Commitment To Performance Of Employees Partially

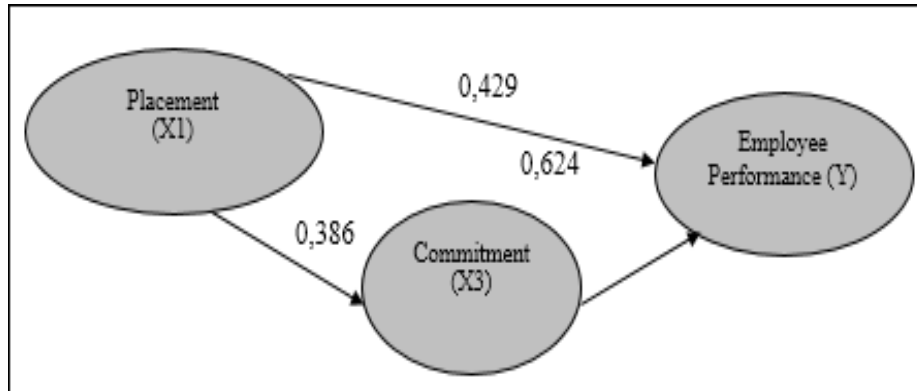
Based On Table 3 It Is Known That The Employee Placement Coefficient (X1) Is 0.429. The Value Of T Is 3.290. The Value Of Significance Is 0.02. This Value Of Significance Is Smaller Than 0.05. This Means That The Variable Placement Of Employees Affects The Performance Of Employees Partially. In The Table Can Also Be Known The Value Of R Squares X1 (Employee Placement) Of 0.184. This Means That The Effect Of Employee Placement Variable On Employee Performance Is 18.4% And The Rest Is Influenced By Other Variables That Are Not Included In The Equation Model.

For X2 (Competence) The Coefficient Value Is 0.576. The Value Of T Is 4.886. The Value Of Significance Is 0.000. This Value Of Significance Is Smaller Than 0.05. This Means That The Employee Competency Variable Affect The Performance Of Employees Partially. In The Table Can Also Be Known R Square Value X2 (Competence) Of 0.332. This Means That The Effect Of Employee Competency Variable On Employee Performance Is 33.2% And The Rest Is Influenced By Other Variables That Are Not Included In The Equation Model.

For X3 (Commitment) Coefficient Value Of 0.624. The Value Of T Is 5,534. The Value Of Significance Is 0.000. This Value Of Significance Is Smaller Than 0.05. This Means That The Variable Of The Employee's Commitment To The Performance Of Employees Is Partial. Based On The Above Table It Can Be Seen R Square Value Of 0.389. This Means The Influence Of Employee Commitment Variable Against Employee Performance Of 38.9% And The Rest Influenced By Other Variables That Are Not Included Into The Equation Model.

4.3.3. Analysis Of The Effect Of Employee Placement On Employee Performance Through Employee Commitment Variables

Based On The Partial Path Analysis It Can Be Described As Follows. The Analysis Is An Analysis On The Path With The Sub-Structure Picture As Follows.



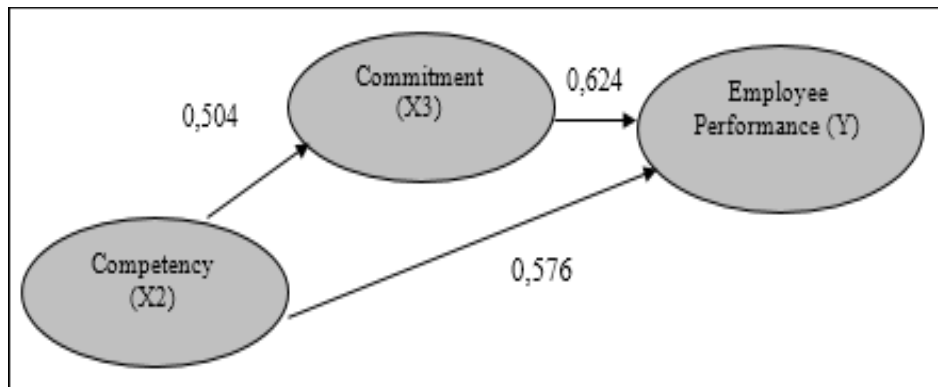
Primary Data Processed Year 2017

Figure 2. Path Analysis Of X1 Effect To Y Through X3

Based On Figure 2 It Can Be Seen That The Effect Of Employee Placement On Employee Performance Is 0.429. The Effect Of Employee Placement On Employee Performance Through Employee Commitment Is $0.386 \times 0.624 = 0.240$. In This Case The Direct Influence Is Greater Than The Indirect Effect So It Can Be Said That The Variable Of Employee Commitment Is Not As Intervening Variable.

4.3.4. Analysis Of The Effect Of Employee Competence On Employee Performance Through Employee Commitment Variables

Based On The Partial Path Analysis Above It Can Be Described As Follows. The Analysis Is An Analysis On The Path With The Image As Follows.



Primary Data Processed Year 2017

Figure 3. Path Analysis Of X2 Effect On Y Through X3

Based On Figure 3 It Can Be Seen That The Direct Influence Of Employee Competence On Employee Performance Is 0.576. While The Influence Of Employee Competence On Employee Performance Through Employee Commitment Is $0.504 \times 0.624 = 0.314$. In This Case The Direct Influence Is Greater Than The Indirect Effect So It Can Be Said That The Variable Of Employee Commitment Is Not As Intervening Variable.

V. Conclusions And Suggestions

5.1. Conclusion

Variable Employee Placement, Employee Competency And Employee Commitment Affect The Performance Of Employees Of The Ministry Of Finance Ministry Of Finance Simultaneously. The F Value Is 14.395 And The Significance Is 0.000. This Value Is Smaller And 0.05. The R Square Value Of 0.484% Means Employee Placement Variables, Employee Competence And Employee Commitment Affect Employee Performance Of 48.4% While The Rest Is Influenced By Other Variables That Are Not Included In The Equation Model.

Employee Placement Variable Affects The Performance Of The Ministry Of Defense Ministry's Financial Officers Partially. The Value Of T Is 3.290. Value Significance Of 0.002. This Value Of Significance Is Smaller Than 0.05. The Value Of R Squared Is 0.184. This Means That The Effect Of Employee Placement Variable On Employee Performance Is 18.4% And The Rest Is Influenced By Other Variables That Are Not Included In The Equation Model. Employee Competence Variable Has An Effect On To The Performance Of Ministry Of Defense Finance Center Employees Partially. The Value Of T Is 4.886. The Value Of Significance Is 0.000. This Value of Significance Is Smaller Than 0.05. The Value Of R Squared Is 0.332. This Means That The Effect Of Employee Competency Variable On Employee Performance Is 33.2% And The Rest Is Influenced By Other Variables That Are Not Included In The Equation Model.

The Variable Of Employee Commitment Has An Effect On The Performance Of The Ministry Of Defense Finance Center Employees Partially. The T Value Is 5,534 And The Significance Value Is 0.000 Or Smaller And 0.05. The Value Of R Squared Is 0.389. This Means That The Influence Of Employee Commitment Variable On Employee Performance Is 38,9% And The Rest Is Influenced By Other Variable Not Included In Equation Model.

The Effect Of Employee Placement On The Performance Of The Employees Of The Ministry Of Finance's Ministry Of Finance Is 0.429. The Effect Of Employee Placement On Employee Performance Through Employee Commitment Is $0.386 \times 0.624 = 0.240$. In This Case The Direct Influence Is Greater Than The Indirect Effect So It Can Be Said That The Variable Of Employee Commitment Is Not As Intervening Variable.

The Direct Influence Of Employee Competence On The Performance Of The Employees Of The Ministry Of Finance's Ministry Of Finance Is 0.576. While The Influence Of Employee Competence On Employee Performance Through Employee Commitment Is $0,504 \times 0,624 = 0,314$. In This Case The Direct Influence Is Greater Than The Indirect Effect So It Can Be Said That The Variable Of Employee Commitment Is Not As Intervening Variable.

5.1. Suggestion

In Order For Employee Placement Properly Implemented, The Organization Should Look At The Educational Background And Employee's Ability To Work To Be Provided, In Order To Avoid Mistakes In Work. In Addition, Leaders Should Improve Good Communication With Employees And Provide Clear Directions.

Leaders Should Conduct Education And Training In Stages And Continuous To Improve The Competence Of Employees Who Directly Affect The Achievement Of Employee Performance Through Training Institutions. But On The Other Hand, Education And Training Should Also Be Supported By Fostering A Sense Of Awareness Of The Workers Themselves.

It Is Recommended That Employees Hold Firmly To The Rules In Carrying Out The Work And Exerting All The Effort Beyond What Is Expected To Help The Success Of The Work. Organizations Need To Provide Encouragement To Their Employees By Providing Rewards For Employees Who Excel. So Employees Feel Their Self-Esteem Increases And Proud Of The Work They Do And More Excited To Work Then The Performance Of Employees Will Increase.

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