Effect of the Process Selection and Work Protection on Work Placement and Its Impact on the Performance of Indonesian Migrant Workers to Malaysia at the Medan City Manpower Office

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Abstract: *This research is motivated by increasing income in developing countries allowing people in developing countries to go across national borders, having the role of increasing labor mobility internationally. Economic conditions that are less attractive in the country and income that are large enough and that appear more attractive in the destination country have become the trigger for labor mobility internationally. This study was conducted with an empirical study approach supported by surveys. Data was collected using questionnaires, interviews and documentation studies. The sample in this study were 146 customers or respondents. Hypothesis testing uses path analysis at a confidence level of 95% (α = 0.05). The results of hypothesis testing carried out with a partial test (t test) indicate that the selection process has a positive and not significant effect on the performance of Indonesian migrant workers. Work protection has a positive and significant effect on performance. The results of hypothesis testing with simultaneous testing (F test) indicate that the work process of selection and protection together have a significant effect on the performance of Indonesian migrant workers. The path analysis test results that the selection process has a significant effect on the performance of Indonesian migrant workers through work placement as an intervening variable. And work protection has a significant effect on the performance of Indonesian migrant workers through work placement as an intervening variable.*
Keywords: *Selection Process, Work Protection, Job Placement and Performance*

I. Introduction

The reality of the opportunity to work in a country with a decent income is very limited. Economic conditions that are less attractive in the country and income that are large enough and which appear more attractive in the destination country have become a trigger for labor mobility internationally. The number of workforce is increasing every year and this will certainly add to the unemployment rate. As a result, this is what drives the existence of productive age Indonesian Migrant Workers who want to work abroad very high due to the limited domestic employment opportunities with decent income.

Malaysia is currently one of the largest destinations for sending Indonesian migrant workers in Asia. The Malaysian state is more fond of prospective migrant workers from Indonesia. Many prospective Indonesian migrant workers decide to become migrant workers there. However, many PMIs that did not survive worked for less than two years from contract agreements less than 2 years determined between the PPTKIS and the CPMI after being dispatched to PMI in the country of destination. Generally, the distribution of PMI through labor agents, both legal and illegal.

Many factors influence the performance of migrant workers. Several factors will be discussed, namely recruitment, selection, employment protection and placement process. Empirical data and theoretical studies from several previous studies can support problems as research research gaps. Naibaho (2012) and Sarinah, et al (2016) literature research explains that job selection and placement have a positive and significant effect that can improve employee performance. Also supported by Kusuma's research et al. (2012), Omolo, et al. (2012), Anosh, et al. (2014), Ibrahim (2014), Yulasmi (2016) and Savior, et al. (2016). But it contradicts the research conducted by Hafni and Lyana (2016) which states that the selection has no effect and is not significant on the intensity of employee turnover at PT. Surya Perdana Agung Pekanbaru. And also the research of Oaya, et al. (2017) with the results of the study that the initial selection (recruitment) did not significantly influence the

efficiency of worker performance.

Potale's research, et al. (2016) and Wibowo (2018) confirm the effect of placement on the performance of field employees. The results of the study stated that the right work placement process would support the performance of field staff getting better. Opinion Noer (2017) also supports that the placement of workers in accordance with workers will have an impact on that performance. . Linge, et al. (2013) found that many employee performance at the company could be associated well with the existence of suitable work placements. Supported by the research of Aldilaningsari (2014) and Rafii, et al. (2015). But different from the results of research by Muntu, et al. (2017). The results show that Job Placement partially does not significantly influence the Employee Performance variable of PT. Bank Negara Indonesia Manado Branch Office.

II. Theoretical Review

2.1 Employee Performance Theory

According to Mangkunegara (2011), performance is the result of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity as well as time (Princess and Winoto, 2016).

Robbins (2006), says there are six indicators for measuring individual performance, namely:
a. Quality of work, measured by employee perceptions of the quality of work produced as well as the perfection of tasks towards the skills and abilities of employees.
b. The quantity of work, is the amount produced expressed in terms such as the number of units, the number of cycles of activity completed.
c. Timeliness, is the level of activity completed at the beginning of the stated time, seen in terms of coordination with output results and maximizing the time available for other activities.
d. Effectiveness, is the level of use of organizational resources (energy, money, technology, raw materials), maximized in order to increase the yield of each unit in the use of resources.
e. Independence, the level of an employee who will later be able to carry out his work function, work commitment. It is a level where employees have work commitments with the institution and employee responsibilities towards the office.
f. Work commitment, a level where employees have work commitments with the institution and employees' responsibilities to the office.

2.2 Selection Process Theory

According to Mathis and Jackson, the process of selecting employees for most organizations took steps to process job applicants. Selection is a material part of the operational management of human resources, namely procurement, while procurement itself consists of: planning, recruitment, selection, placement, and production. The selection process is the special steps used to decide which applicants will be accepted. The process starts when the job applicant and ends with an admission decision. Bangun (2012) said that the selection steps are as follows:
a. Receive Job Application
b. Preliminary Interview
c. Psychological Tests
d. Reference Check
e. Selection Interviews
f. Direct Boss Approval
g. Health Check
h. Induction or Orientation (Ibrahim, Hakam, & Ruhana, 2014).

2.3 Work Protection Theory

According to Fitzgerald, the theory of legal protection aims to integrate and coordinate various interests in society because in a traffic of interest, protection of certain interests can be done by limiting various interests on the other hand (Petrus, 2016).

According to Satijipto Raharjo, legal protection is to provide protection for human rights that are harmed by others and that protection is given to the community in order to enjoy all the rights granted by law. According to Pjillipus M. Hadjon that legal protection for the people as a preventive and comprehensive government action.

2.4 Work Placement Theory

According to Mathis and Jackson, placement is the placement of someone to the right job position. Most importantly, the placement of human resources must be seen as a matching process. How well a workforce

fits a job will affect the number and quality of workforce work (Chandra, 2013). The placement of Indonesian migrant workers is the activity of sending Indonesian migrant workers who have met physical, mental and administrative requirements to work abroad through recruitment and placement procedures that have been regulated and determined by the state through legal regulations (Hartati, 2015). According to Hasibuan (2009) six indicators of employee placement are: education level, working period, work experience, promotion, work skills, work knowledge (Rafii & Andri, 2015).

III. Research Methods

The type of research used is descriptive research. By conducting a research approach through surveys. This research was conducted at the Manpower Office of the Medan City Government, which is located at KH. Wahid Hasyim No 14 Medan. The time of the study is planned to begin in November 2018 until January 2019. The population in this study is 229 Indonesian migrant workers. The sampling technique is using a probability sample with simple random sampling method. Data collection methods used in this study were interviews, questionnaires and documentation studies. Data analysis in this study uses path analysis methods or techniques that are operated through SPSS version 22. A study uses two statistical approaches, namely descriptive statistics and inferential statistics (path analysis).

4.1 Descriptive Statistics Analysis
1. Characteristics of Respondents by Age

Table 4.1 Respondent Research Result

No	Age (Year)	Total	Percentage (%)
1	18-25	43	29,5
2	26-33	76	52,0
3	34-40	27	18,5
	Total	146	100

2. Characteristics of Respondents by Work Duration

Table 4.2 Respondent Research Result

No	Work Duration (Year)	Total	Percentage (%)
1	0-2	28	11
2	3-5	54	37
3	6-8	58	39,7
4	9-10	18	12,3
	Total	146	100

Source: Data Processed, 2019

3. Characteristics of Respondents by Gender

Table 4.3 Respondent Research Result

No	Gender	Total	Percentage (%)
1	Woman	80	54,8
2	Man	66	45,2
	Total	146	100

Source: Data Processed, 2019

4. Characteristics of Respondents by Education

Table 4.4 Respondent Research Result

No	Education	Total	Percentage (%)
1	SD	13	8,9
2	SMP	43	29,5
3	SMA	73	50,0
4	D3	17	11,6
	Total	**146**	**100**

Source: Data Processed, 2019

4.2 Results and Dissucion
1. Results of Inferential Statistical Analysis
Sub Structural Model Equations 1

Table 4.5 R^2 (R Square)
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,440a	,194	,182	5,166

a. Predictors: (Constant), PerlindunganKerja, ProsesSeleksi
b. Dependent Variable: PenempatanKerja
Source: Data Processed, 2019

Based on the results of Table 4.5 that the job placement variable is explained by the variables of the selection and employment protection process of 19.4%, the remaining 80.6% is influenced by other factors.

Table 4.6 F Test
ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	915,952	2	457,976	17,161	,000b
	Residual	3816,329	143	26,688		
	Total	4732,281	145			

a. Dependent Variable: PenempatanKerja
b. Predictors: (Constant), PerlindunganKerja, ProsesSeleksi
Source: Data Processed, 2019

Table 4.7 Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3,384	4,219		-,802	,424
	ProsesSeleksi	,263	,088	,229	2,974	,003
	PerlindunganKerja	,235	,055	,327	4,242	,000

Source: Data Processed, 2019

Table 4.6 above explains that the selection process variables and work protection variables simultaneously have a significant effect on the work placement variable. This can be seen from the significance value (0,000) <alpha value 5% (0.005). Table 4.7 above can be seen that the sub-structural equation for line 1 is as follows:

Z= -3,384+ 0,263 X_1 +0,235 X_2

Furthermore, from equation 1, the feasibility of the model will be tested using the classic assumption test as follows:

a. Normality Test
Based on the results of the analysis in Table 4.8, the sig value obtained in the Kolmogorov smirnov test is 0.200> 0.05. This means that the assumption of normality is fulfilled.

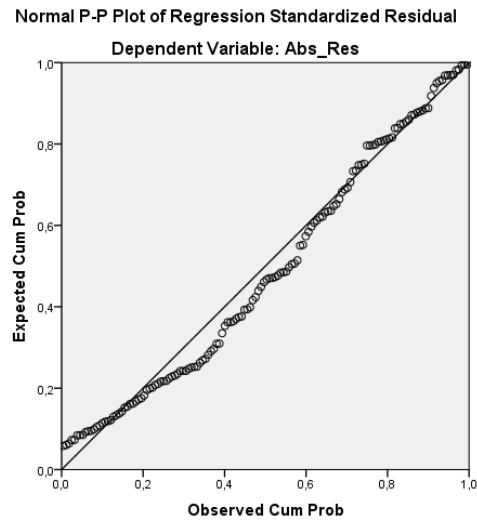**Table 4.8 Result of Kolmogorov-Smirnov Test**
NPar Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		146
Normal Parametersa,b	Mean	,0000000
	Std. Deviation	5,13025432
Most Extreme Differences	Absolute	,064
	Positive	,061
	Negative	-,064
Test Statistic		,064
Asymp. Sig. (2-tailed)		,200c,d

a. Test distribution is Normal.
Source: Data Processed, 2019

Source: Data Processed, 2019
Figure 4.1.

Normality Data Test Graph

From Figure 4.1. above shows that the distribution of data approaches the normal line.

b. Multicollinearity Test

Table 4.9 Multicollinearity Test of the Regression Model

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Proses Seleksi (X1)	0,949	1,054
	Perlindungan Kerja (X2)	0,949	1,054

Source: Data Processed, 2019

From the results of the analysis of Table 4.9, the tolerance value and Variance Inflation Factor (VIF) are obtained as follows:
From Table 4.9 shows that all variables in this study did not experience multicollinearity. This is indicated by a tolerance value that exceeds 0.1 and VIF which is less than 10.

c. Heteroskesdasticity Test
The results of heteroscedasticity test with glejser test in Table 4.10 show that there are no variables that have a significant effect on the absolute value of the residuals from the test results at α = 0.05.

Table 4.10 Heterokesdasticity Test Results with Glejser Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	7,659	2,297		3,335	,001
	ProsesSeleksi	-,032	,048	-,056	-,666	,507
	PerlindunganKerja	-,073	,030	-,020	-2,414	,107

Source: Data Processed, 2019

This indicates that through the Glejser test there is no problem of heterocedasticity or in other words residuals are homoschedasticity. This means that variants of residuals tend to be constant and do not form a particular pattern.
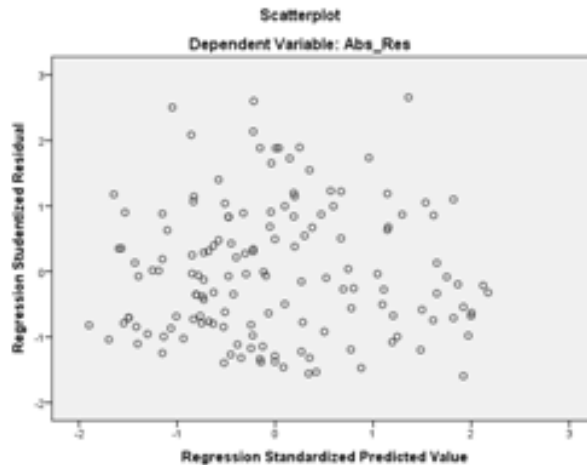
Figure 4.2
Heterokesdasticity Data Test Graph
Source: Data Processed (2019)

Figure 4.2 supports the Glejser test results which indicate that the distribution of residual data is homocedasticity. In Figure 4.2 it can be seen that the distribution of residual data spreads evenly and does not form a specific pattern. Thus, both graphically and statistically, the data in the regression model are free from heterocedasticity problems data.

2. Sub Structural Model Equations 2

Table 4.11 R^2 (R Square)
Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,654[a]	,428	,416	3,550

a. Predictors: (Constant), PenempatanKerja, ProsesSeleksi, PerlindunganKerja
b. Dependent Variable: KinerjaPMI
Source: Data processed (2019)

Based on the results of Table 4.11 that the PMI performance variable is explained by the selection process, work protection and work placement variables of 42.8%, the remaining 57.2% is influenced by other factors.

Table 4.12 F Test
ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1337,215	3	445,738	35,373	,000[b]
	Residual	1789,340	142	12,601		
	Total	3126,555	145			

a. Dependent Variable: KinerjaPMI
b. Predictors: (Constant), PenempatanKerja, ProsesSeleksi, PerlindunganKerja
Source: Data processed (2019)

Table 4.12 above explains that the selection process variables, work protection variables and work placement variables simultaneously have a significant effect on PMI performance variables. This can be seen from the significance value (0,000) <alpha value 5% (0.005). Table 4.13 above can be seen that sub-structural equation 2 is as follows:
Z= 5,932 + 0,015 X1 +2,732 X2+ 0,553 Z
Furthermore, from equation 2, the feasibility of the model will be tested using the classic assumption test as follows:

Table 4.13 Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,932	2,906		2,042	,043
	ProsesSeleksi	,014	,063	,015	,218	,828
	PerlindunganKerja	,110	,040	,189	2,732	,007
	PenempatanKerja	,450	,057	,553	7,829	,000

Source: Data processed (2019)

a. Normality Test

Based on the results of the analysis in Table 4.14, the sig value obtained in the Kolmogorov smirnov test is 0.200> 0.05. This means that the assumption of normality is fulfilled.

Table 4.14 Result of Kolmogorov-Smirnov Test
NPar Tests
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		146
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	3,51287254
Most Extreme Differences	Absolute	,039
	Positive	,039
	Negative	-,039
Test Statistic		,039
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.

Source: Data processed (2019)

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Abs_Res
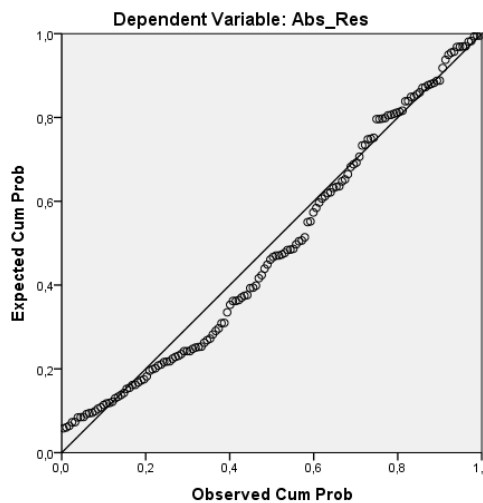
Source: Data Processed (2019)
Figure 4.3
Normality Data Test Graph

From Figure 4.3. above shows that the distribution of data approaches the normal line.

b.   Multicollinearity Test

From the results of the analysis of Table 4.15, the tolerance value and Variance Inflation Factor (VIF) are obtained as follows:

Table 4.15 Multicollinearity Test of the Model Regression

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Proses Seleksi (X1)	,893	1,119
	Perlindungan Kerja (X2)	,843	1,187
	Penempatan Kerja (Z)	,806	1,240

Source: Data Processed (2019)

c. Heteroskesdasticity Test

The results of the heteroscedasticity test with the glejser test in Table 4.16 show that there are no variables that have a significant effect on the absolute value of the residuals from the test results at $\alpha = 0.05$.

Table 4.16 Heterokesdasticity Test Results with Glejser Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-7,118E-16	2,906		,000	1,000
	ProsesSeleksi	,000	,063	,000	,000	1,000
	PerlindunganKerja	,000	,040	,000	,000	1,000
	PenempatanKerja	,000	,057	,000	,000	1,000

Source: Data Processed (2019)

This indicates that through the Glejser test there is no problem of heterocedasticity or in other words residuals are homoschedasticity. This means that variants of residuals tend to be constant and do not form a particular pattern.
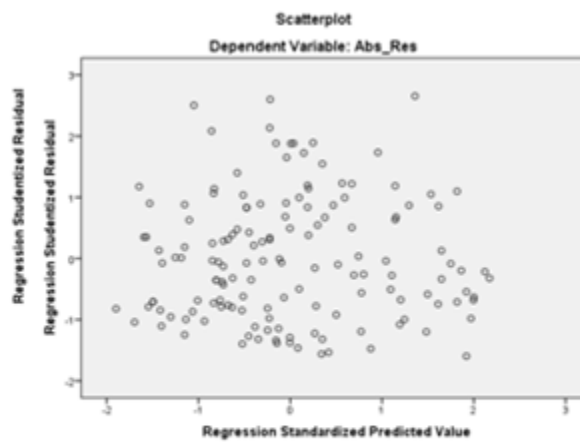
Source: Data Processed (2019)

Figure 4.4.
Heterokesdasticity Data Test Graph

Path Analysis Test

Table 4.17. Total Effect

	Koefisien	P Values
X₁→Y	0,015	0,828
X₁→Z→Y	0,126	Significant
Total Effect	0,126	-
X₂→Y	0,189	0,007
X₂→Z→Y	0,180	significant
Total Effect	0,326	

Source: Data processed (2019)

III. Discussion
a. The Selection Process Has a Positive and Not Significant Effect on PMI Performance

This insignificant influence indicates that the better the selection process applied to an agency to recruit prospective employees, the better the performance of the employee will be, but the factors from the implementation of the selection process do not fully determine the success of their performance. In view of the problems in the selection process that occur within the Manpower Office, there is a deviation in the determination of prospective migrant workers based on age. The existence of age forgery by certain illegal persons to benefit from each prospective migrant worker who will be dispatched to work in the destination country.

According to Oaya, et. al (2017) the cause of the selection process does not significantly affect performance because the organization must select candidates / workers based on the capabilities / capabilities of the candidates' performance which are not only proven from the administration. During the selection process, the agency must seriously look at and assess the responsibilities that the candidate will give when he is confronted with a job. According to Marques (2007), the involvement of a special department of human resources in the selection process will help to increase the knowledge and skills needed by workers.

b. Work Protection Has Positive and Significant Effects on PMI Performance

The results of the study provide empirical evidence that work protection has a positive and significant effect on PMI performance. This means that the workers get more protection rights while he works, the better the performance. Legal protection expected by migrant workers can be seen in Law No. 18 of 2017 Article 33 concerning legal protection which explains that the central government and local governments provide legal protection for Indonesian migrant workers in accordance with statutory provisions, state law the purpose of placement, as well as international law and customs. . Muin (2015) stated that the government must also be fully involved in fulfilling the constitutional basic rights of its citizens working abroad. It was written in Article 6 of Law No. 18 of 2017 that every PMI candidate has the same rights and opportunities

c. Work Selection and Protection Process Significantly Influences PMI Performance

The results of the study provide empirical evidence that the work selection and protection processes simultaneously have a significant effect on PMI performance. . The selection process even though it does not directly affect performance but if done simultaneously with the application of work protection will bring a strong positive influence on their performance. According to Suhariwanto (2001), employment development has many measures and linkages that are not only for the interests of workers before, during and after the work period but also related to the interests of employers in a comprehensive and comprehensive manner in order to improve worker performance in order to increase the productivity and competitiveness of Indonesian workers.

According to Suhariwanto (2001), aspects of work protection that must be considered to improve the performance of workers both in quantity and quality can be done with the protection of wages, protection of working hours and hours of rest, work training, protection of the provision of social security.

d. The Selection Process Has Significant Impact on PMI Performance through Job Placement as an Intervening Variable

The results of the study provide empirical evidence that the selection process has a significant effect on PMI performance through work placement as an intervening variable. This means that the selection process has a significant influence on placement and placement has a significant influence on the performance of workers. Supported by research Ibrahim, et al (2014) the implementation of employee selection in accordance with the qualifications needed by the company reflects the company's expectations to realize the company's goals. Potale's research, et al. (2016) and Wibowo (2018) confirm the effect of placement on the performance of field employees. The results of the study stated that the right work placement process would support the performance of field staff getting better. Opinion Noer (2017) also supports that the placement of workers in accordance with workers will have an impact on that performance.

Aldilaningsari (2014) describes the placement process based on the suitability of knowledge, placement based on ability and placement based on the suitability of skills to support the performance of employees of an agency.

e. Employment Protection Significantly Influences PMI Performance through Job Placement as an Intervening Variable

The results of the study provide empirical evidence that work protection has a significant effect on PMI performance through work placement as an intervening variable. This means that work protection has a significant influence on placement and placement has a significant influence on the performance of workers. Protection of workers / workers is an inseparable part of an act of providing protection for citizens as a state obligation.

Research Muin (2015) Basic human rights must be fulfilled by getting protection wherever they are placed to work to get their basic rights. This must be in accordance with Article 28 D Paragraph 3 of the Constitution of the Republic of Indonesia 1945, that: "Every citizen has the right to work and receive compensation and fair and decent treatment in employment relations." The placement of Indonesian workers abroad is a government effort to reduce unemployment rate in Indonesia is large.

It is the responsibility of the PPTKIS itself if it violates PMI's work placement abroad, and can be subject to administrative sanctions in accordance with Article 37UU No.18 Year 2017. Protection for migrant workers at pre-placement, placement period and post-placement is a protective measure from a legal standpoint.

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