

EVALUATION OF HUMAN RESOURCE MANAGEMENT ON JOB PLACEMENT OF OFFICERS

Muhammad Farhan Habibie¹, Dian Utama Pratiwi Putri^{1*}, Tubagus Erwin Nurdiansyah¹, Meti Kurniawati²

¹Program Study of Public Health, Faculty of Health, Universitas Mitra Indonesia Jl. ZA. Pagar Alam No.7, Gedong Meneng, Bandar Lampung, Lampung 40115, Indonesia

²Universitas Aisyah Pringsewu, Jl. A Yani No. 1 A Tambak Rejo, Wonodadi, Pringsewu, Kabupaten Pringsewu, Lampung 35372, Indonesia

*dian@umitra.ac.id

ABSTRACT

Human resources (HR) is a very important factor that cannot even be separated from an institution. Employees who have work skills that are in accordance with their fields will improve their performance results, and vice versa if employees work not according to their fields, it will result in a decrease in performance.. The problem is getting The existence of inappropriate work placements and the lack of human resources in their services are the main factors for increased workload and less than optimal performance results. This study aims to determine the results of the Evaluation of Human Resource Management on Workplacement of Officers at UPT Puskesmas Pagelaran, Pringsewu Regency. This type of research is quantitative research. The design of this study uses a descriptive correlation with a cross sectional approach. This research was conducted at the UPT Puskesmas Pagelaran, Pringsewu Regency. This time it will be held on March 1-April 1 2023. The total population is 78 employees of the Pagelaran Health Center UPT. Total sample is 78 respondent. The sampling technique used non probability sampling with total sampling, the data collection instrument used a questionnaire and data analysis used the chi square test and the odds ratio The results of the study obtained a p value of 0.000. This means that there is a Correlation between the Evaluation of Human Resource Management and the Work Placement of Officers at the UPT Puskesmas Pagelaran, Pringsewu Regency. Human resource management can influence how big the risk is in determining job placement by 6.125 times (OR= 6.125). It is hoped that the performance health center will further improve human resource management so that employee work placements are in accordance with their classification and can improve the quality of service to the community to be optimal.

Keywords: human resources; management; work placement

INTRODUCTION

Human Resource Management (HRM) involves planning, organizing, directing, and controlling the recruitment, development, utilization, and remuneration of human resources to achieve organizational goals. It encompasses aspects such as recruitment, selection, training, career development, performance management, and compensation management (Rouf, 2018).. Human resources (HR) are a critical and inseparable part of an institution. HR acts as the driving force, thinker, and planner to achieve organizational objectives (Trisanti, 2019). Preliminary data obtained on January 28, 2023, from the administrative head of UPT Puskesmas Pagelaran revealed that many employees carried dual workloads. An evaluation showed that out of 78 employees, 39 did not meet the requirements and needed additional training. Misaligned job placements and a lack of human resources were identified as primary factors contributing to increased workloads and suboptimal performance This background motivated the researcher to conduct a study titled "Evaluation of Human Resource Management on Job Placement of Officers at UPT Puskesmas Pagelaran, Pringsewu Regency".

METHOD

The study was conducted at UPT Puskesmas Pagelaran, Pringsewu Regency, from March 1 to April 1, 2023. The population includes all individuals or objects possessing specific qualities and characteristics determined by the researcher for study and conclusion drawing (Sugiyono, 2017). The total population for this study was 78 employees of UPT Puskesmas Pagelaran, Pringsewu Regency. A sample represents the subjects being studied and is considered a subset of the entire population. This research employed a non-probability sampling technique with total sampling, meaning the sample size equaled the population size, comprising 78 employees (Notoatmodjo, 2017). Sampling is a technique for determining the subjects to be studied. Sugiyono (2017) states that sampling techniques vary depending on the research objective. Variables are measurable traits distinguishing members of one group from another (Notoatmodjo, 2017). This research includes two variables independent: human resource management and dependent variable: job placement.

RESULT AND DISCUSSION

Distribution of Human Resource Management

Out of 78 respondents, 47 (60.3%) stated that human resource management was suboptimal, while 31 respondents (39.7%) considered it optimal. Out of 78 respondents, 45 (57.7%) stated that job placement was suboptimal, while 33 respondents (42.3%) considered it optimal.

Chi-Square Test and Odds Ratio

The analysis using the chi-square test produced a significance value of 0.000, which is less than the 5% threshold ($0.000 < 0.05$). This indicates a correlation between Human Resource Management (HRM) and Job Placement at UPT Puskesmas Pagelaran, Pringsewu Regency. HRM influences the risk of inappropriate job placement by 6.125 times ($OR=6.125$).

CONCLUSION

The evaluation results show that HRM significantly affects job placement. Suboptimal HRM, such as inadequate planning, organizing, directing, and controlling, can increase the risk of misaligned job placements. These misalignments may result in employees being assigned tasks unrelated to their educational background or expertise, negatively impacting job performance and increasing workloads. Effective HRM ensures that job placements align with employees' qualifications, reducing workload issues and optimizing performance. This alignment enables staff to focus on their primary responsibilities, enhancing overall organizational efficiency and service quality. The findings highlight the need for UPT Puskesmas Pagelaran to review and improve its job placement process, ensuring it aligns with employees' qualifications and competencies. A more structured approach to HRM would benefit both employees and the organization.

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