



Factors Influencing The Placement of Subordinates A Analysis of Labor Market Information Service of Cooperations and Manpower Kerinci District

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Abstract: Based on the Regulation of the Minister of Manpower of the Republic of Indonesia Number 39 of 2016 concerning Manpower Placement can be done with a manual system and online services, in the placement of workers with these two systems, Human Resource Management greatly influences directly or indirectly . The element of HRM is human, human resource management also involves the design and implementation of planning systems, preparation of needs of subordinates and employee development, career management, performance evaluation, employee competency and good employment relations, factors influencing employee placement based on Market Information Analysis Work at the Office of Cooperatives and Labor in Kerinci Regency. Many companies, labor users are connected to information on the labor market, special job fairs (BKK) and job fairs, to make it easier to place sufficient subordinates and understand the requirements, without having to pay high costs, to get employees, subordinate laborers who meets the standards of competence.

Keywords: Manpower, Market Analysis, Office of Cooperatives.

INTRODUCTION

In do Process Placement subordinate factor main Which become focus is as following:
a. Education b. Knowledge Work c. Skills work d. Work Experience e. Health f. Age g. Interests and Hobbies g. Ability implementation Placement Subordinate sometimes make a number of position blank And No There is Which handle work Which live in, during a number of time, besides That, reason other which influence placement subordinate in company is process transfer knowledge from employee Which long to Which new due to the implementation of work placements that are not in accordance with background para employee so that make employee Which in overflow somewhat task long For adapt with work new. Before placement subordinate, laborer, employee new, Management something company especially formerly do process selection with stages as following:

1. Selection letters application
2. Charging blank application

3. Inspection reference
4. Interview introduction
5. Test reception
6. Test psychology
7. Test health
8. Interview end superior direct
9. Decide accepted or rejected

On line big, selection power Work done with Meaning For get firmness about skills, personality, habits, and others. Data and information deemed necessary to obtain a qualified workforce Empower To use Which profusely. Matter the can achieved with method following:

1. Selection written

Selection written done by subjective and objective

2. Selection intelligence

Intelligence selection is intended to measure the level of intelligence owned by candidates Work

3. Selection interview

Interview selection is intended to guide the form, movement, temperament, attitude, And others Which No can seen from selection written

4. Selection practice

Selection practice intended For know prowess And dexterity use the means And infrastructure Work.

5. Selection prowess special

Selection of special skills is done with the intention to find out physical dexterity, skill and movement regularity, movement agility, strength memory, too observation skills.

6. Selection emotional

Emotional selection is intended to determine the terms and personality as well as maturity emotional applicant Which needed For position- position certain

7. Selection understanding

Selection understanding Which intended For know level the applicant's ability to understand a job that will be given to him later if he accepted Work

8. Selection health

Selection health done with Meaning For know level health as condition for each position Which need power Work.

METHODS

Study This is study analysis data with type study quantitative And study literature (*libraries research*) Which describe update data every month, regarding information on the Work Force and Placement connected from the AK1 Card (Job Seeker Card) at the Office of Cooperatives and Labor Work Regency Kerinci with management through system on line, enter on application careerhub “Kemnaker.go.id” operator information market Work can display data quickly and efficiently in the reports needed by many parties. The purpose of this research is descriptive and measuring tools using analysis factor on Department and company.

RESULT AND DISCUSSION

Results

Understanding Placement Subordinate

Placement Work Subordinate are process allocation employee, laborer on suites, units certain And usually addressed For employee new, temporary for old employees who has

occupied a position or job, Good That endure on position Which The same or move subordinate the on work position Which other.

Understanding Source Power

Resource Management is an individual management process with as possible, in order to improve performance and achieve organizational goals as well guard subordinate loyalty

Innovation Placement Employee with System On line

This research is a study, an analysis that has become an Innovation Program institution Administration Country (LAN) Organization Device Area Service Cooperative And Power Kerinci District Work Year 2021 – 2023.

Discussion

From study analysis And data What is the name company Which operational in Kerinci Regency with the placement of workers, subordinates who are included in task coaching And System Information Market Work on Service Cooperative Regency Kerinci. Amount Placement Employee on year 2022 as following : 1. PT. PN VI Kayu Aro (786 people) 2. PT. KMH (244 people) 3. PT. Bukaka Kokarindo (1,673) 4. PT. Dua Raja Balohan PG (62) 5. PT. Sulindo Putra Independent (41 person) 6. PT. Prime Development (30 person) 7. PT. Image Commerce

Universe (70 people) 8. PT. Mount Kerinci (21 people) 9. PT. Mainstay of Partners (13 person) 10. home Stay Multi Swarga (21 person) 11. PT. Argo Tropic (80 person) 12. PT. Calm Water (24 people) 13. Melinding marl (27 people) 14. PT. Seblat Prosperous (80 people) 15. PT. CGC Kerinci (28 people) 16. PT. Azka/PPK (16 people) 17. PT. Lawang Agung (22 people) 18. PT. Hendra Putra (17 people) 19. Sinar Karya (16 people) 20. PT. Mainstay Putra Jambi (13 people) 21. PT. Kerinci Permata (21 people) 22. PT. Young Prince of Kerinci (19 people) 23. PT. Sukko (32 person) 24. PT. BRU (42) 25. PT. Bukaka clinic (4) 26. PT. Cidas Supra Metalido (360) 27. Business Entities CV (3,603 people). In totality the placement of subordinates employee from year GPA data source 2022 with amount 7,362 person.

The principle that needs to be followed in terms of employee placement is *The Right Man Adn The Right Job* (the right person in the right job). Matter This is intended so that the placement of employees is carried out to be effective and execution of work can achieve satisfactory results. Employee placement Which appropriate will produce ability carry out task with Good, high level of creativity, initiative, responsibility and sense of belonging work.

Placement is allocating employees to certain work positions. special on employee new in accordance with talent And skill Which has.

Employee placement is placing someone on a different job in accordance with skills and his knowledge in organization or company.

Employee placement is follow-up and selection, that is placing candidate employee Which accepted (passed selection) on position work Which need it And at a time delegate *authorities* to person the.

Placement of employees is an activity carried out by the manager to place an employee in the job and position that is in organization.

Placement power Work is process gift task And work to workers who pass the selection to be carried out according to the scope that has been determined, and is able to take responsibility for all risks and the possibilities Which happen on task And work, authority, as well as not quite enough he replied.

Every power Work have right And chance Which The same For choose, get, or change jobs and earn income worthy Good in in country nor outside country. Placement power Work

implemented on an open basis. Free, objective, as well fair, and equivalent without discrimination. Placement power Work directed For put workforce in positions that are in accordance with the expertise, skills, talents, interests, And ability with notice dignity, dignity, right basic And protection law. Placement power Work held with Pay attention to equal distribution of employment opportunities in accordance with program needs national and area.

Placement power work consists from :

- a. Placement power work at in country
- b. Placement power work at outside country

Employers who need workers can recruit themselves so that Work Which needed or through placement power Work as is obligated to provide protection from recruitment to placement power Work must give protection Which covers well-being, safety, and both mental and physical exertion Work.

Placement power Work by executor done with give service power Work. service placement power Work characteristic integrated in an energy placement system Work Which includes the elements:

- a. seeker power Work
- b. Vacancy power Work
- c. Information power Work
- d. Mechanism power Work
- e. Institutional placement power Work

These elements of labor can be implemented separately Which aimed at manpower placement. the implementation of the placement of workers consists of from:

- a. agency government responsible answer in the field employment
- b. Institution private body law

Institution placement power Work private the in carry out Manpower placement services must have written permission from the minister or official Which appointed. Implementation placement power Work as referred to, are prohibited from charging placement fees, either directly or indirectly directly, in part or in whole to workers and energy users Work. Private employment agencies can only charge a fee placement of labor from labor users and class of position certain.

Factors That Must Be Considered in the Placement of Personnel Work

To place a workforce that passes the selection, a manager must consider several factors that may greatly influence the continuity company. As for factors Which must considered in put power Work, that is:

1. Performance Academic

Academic achievement is achievement that has been achieved by employees during follow level education on period School Base until education finally, combined with the achievements that have been obtained based on the results of the selection Which have been made to employees Which concerned.

The academic achievements of the workforce during their education must be considered, especially in the placement of workers the For finish task work, as well as carry authority responsibility. Academic achievement necessary considered unlimited at the last level of education but including the previous level of education experienced. For example, a worker passed the selection with an educational background bachelor of economics, his academic achievements obtained a high degree of graduation. It is necessary considered. Besides That, performance at school general need considered.

Workers who have high academic achievement must be placed in task And work Which in accordance with ability, for example task And The job is seen as heavy requiring authority and responsibility the big one. Conversely, workers who have an average

academic background average or below standards should be placed on light duty and work with authority And not quite enough answer Which relatively light. Background behind Education must also be a consideration in placing the workforce. For example, a degree in economics must be placed in a related job with field economy. School vocational economy must placed on part administration And finance. Background behind scholar education must placed on part education And training, And etc. Matter This intended to put the right workforce in the right position also.

2. Experience

Experience is process formation knowledge or Skills about method something work Because involvement employee the in implementation job duties.

Work experience is a measure of the length of time or working period has been taken one can understand the tasks of a job Which have carried out well. Work experience in a similar job, need get consideration in placement power Work. Reality shows that the longer the workforce works, the longer the experience owned by the workforce concerned. Conversely, the shorter the working period less experience gained. Work experience gives a lot skill And Skills Work. On the contrary, limited experience Work resulted level skill And Skills Which owned getting lower.

Work experience that a person has, is sometimes more valued rather than a high level of education. The classic saying goes "*Experience is the teacher the best*" , (*Experience is the bestteacher*).

Work experience is a person's main capital to plunge in certain fields, companies that have not had a large turnover of production output, tend more consider experience Work than education which has been resolved. Labor Experienced can direct complete their tasks and work, they only need training and instruction Which relatively short.

In contrast, workers who only rely on educational background And title Which he bears Not yet Of course capable do task Which given to her with fast, they need given training Which takes a lot of time and costs, because of the theory that has been obtained from seat education sometimes different with practice in field Work.

3. Health Physique And Mental

Testing/tests health based on report from doctor attached on mail applications and special medical tests held during selection Actually No ensure power Work truly Healthy physical nor spiritual. Sometimes the results of medical tests performed by doctors general public, especially at the local community health center is just formality just.

Although era reinformation but Lots condition fundamentals Which can be purchased. this practice Lots found on job candidates with background behind education level School Intermediate On (SENIOR HIGH SCHOOL) down Which submit application company private, especially on industry textiles. It is not impossible after the workforce works in a relatively short time caught disease Which bother work, especially Which concerned placed on part Which need power Which strong or operate weaving and production machines etc.

CONCLUSION

Conclusion from results discussion This is : implementation Placement Subordinate sometimes make a number of position empty and no one to handle the work left, for a while time, besides That, reason ain Which influence placement subordinate in company is a process of transferring knowledge from old employees to new ones new Because enforcement placement Work Which No in accordance with background of the employees so as to make employees who are delegated tasks rather long to suit the job new.

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