

THE EFFECT OF *STAFFING* AS ONE FUNCTION MANAGEMENT AT INONA INCUBATOR ACEH BESAR AGAINST PERFORMANCE EMPLOYEE

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Abstract

Inona Incubator is a company which located in Aceh Besar and engaged in animal husbandry by producing egg incubators. This research using descriptive statistical analysis and linear regression analysis to find out influence component staffing to performance employee. Based on results which obtained, the independent variables are recruitment, selection, training, reward and punishment, and development together have a significant influence on performance employee. Whereas results t-test showing t_{count} as big as 2,936 with significance 0.007 between variables recruitment with performance employee. Based on results the, variable recruitment has influence which big to employee performance. Results t_{count} on variable selection as big as 2,228 and significance as big as 0.036. Just like the recruitment variable, based on these results it can be concluded that the selection variable has a significant effect on employee performance. The training variable gets the results of the t-test with a t_{count} of -0.149 and a significance 0.883 which indicates that the training variable has no effect on employee performance. Then the reward and punishment variables get results t-test with t_{count} of 1.699 with a significance of 0.102. While the variable development gets results t-test with t_{count} 0.531 and significance 0.601. Based on these results, the variables of reward and punishment as well as development do not have the influence that big against performance employee.

Keywords: *staffing; performance employee; management*

INTRODUCTION

Inona Incubator is a company located in Aceh Besar and move in field farm with produce machine hatch egg. Inona Incubator was founded in 1990. In beginning its establishment, Inona Incubator is only capable of producing egg incubators in amount which small as much 20 units/month with technology which used for producing an egg incubator still uses simple equipment. Currently, Inona Incubator is capable of producing 1000 units of egg incubators per month. In running its business, Inona Incubator uses employees as source power man which already fulfill standard company through a number of stages to get good human resources. In management science process to get good human resources can be done by *staffing*. According to Firmansyah and Mahardika (2018), *staffing* is a process which relate with process recruitment, selection, and orientation or socialization and placement of employees to fill human resources from managers to employees. To get reliable human resources, then Organizations need to recruit prospective employees. With the

staffing process, then the company's goals will be achieved by maximizing employee performance in To do production activity. Based on the explanation above, the formulation of the problem in this study is how the influence of *staffing* on the process of recruitment, selection, training, *reward* and *punishment*, and development as one of the management functions on employee performance in Inona Incubator in producing egg incubator products. While the goal The purpose of this study is to find out how the influence of *staffing* on the process recruitment, selection, training, *rewards* and *punishments*, as well as development as one of the management functions on employee performance at Inona Incubator in produce egg incubator

LITERATURE REVIEW

Human resources are an important factor in the continuity of activities company. In something company, source power man needs get more attention because it can affect the productivity of the company itself so that source power man hold role important in every activity.

organization. According to Findarti (2016) explains that human resources have important role in an organization's activities. When in the organization supported by facilities and infrastructure as well as excess resources, still not resolved properly if it does not get support from human resources reliable. It can be concluded that human resources are the key tree which must get attention more based on his needs. As key tree, source power man determines success implementation activity organization. According to Hariandja in vacant (2016) explain that source power man is process planning and development for reach individual and organizational goals. Human resources are one of the important factors in something organization besides capital which need managed with good for increase effectiveness and efficiency in organization. In knowledge management source power man there is wrong one function that is *staffing*. *Staffing* according to Sinambela (2016) is a process when an organization determines the number of employees which work have ability (*skills*) which needed for doing profession which Correct, in time which Correct, for reach destination organization. Whereas according to Firmansyah and Mahardika (2018) state *staffing* is a process related to the process of recruitment, selection, and orientation or socialization and placement of employees to fill human resources from managers to employees. To get reliable human resources, then organization need to recruit prospective employees.

Recruitment is carried out by including general and specific criteria that related to the accepted responsibilities. When you get human resources that meet the criteria, the organization can select in order to get good human resources. According to Randal and Susan in Anawati, (2016) explained that the recruitment process is an effort that carried out by the company to find a number of employees who meet certain requirements so companies can make selections to fill existing vacancies. Recruitment started when company need power work and openvacancy until company get candidate employee which wanted in accordance criteria that have been determined by meeting the qualifications according to the existing position. In addition, according to Purwati and Satria (2017) explained that prospective employees who recruited and selected are expected to produce high productivity and performance. Recruitment and selection of workers must be of high quality and in accordance with the field occupied.

A company needs human resources who have high productivity so that they could work by effective and efficient in to do activity production. For reach performance which effective and efficient, so required something programs such as training, giving *rewards* and *punishments*, as well as developing all employee so that create source power man which good. According to Sunarsi (2018) explain that training is wrong one effort which carried out to improve the performance of human resources owned. Training It is also a cycle that must be carried out continuously over time in order to balance the development of the company and human resources which owned so that could Keep going rhythm with direction development organization. Meanwhile, according to Muhlis et al (2018) explains that training is a process of short-term education with a systematic and organized procedure, where non-managerial employees learn skills to increase knowledge in destination limited. Destination training which conducted by company is for improve and develop attitudes, behavior, skills, and knowledge para worker in accordance with desire company. Different with training, development is activity which conducted company for facilitate employee in Fulfill demands profession on moment this nor in time future. So that could distinguish with training that development is process education period long which received employee in doing profession

Besides training and development, in management source power man required *rewards* and *punishments* to maintain employee productivity. According to Sinambela (2016) explain that rewards could is wrong one or a combination of several things, namely payments, *benefits*, and paid *non-financial rewards* namely in the form of money received by employees for doing work. Whereas *benefits* are a *reward* additional income earned by employees other than from pay which received and *rewards non-financial* is flavor happy work or satisfaction employees with a workplace environment that provides accessibility. Whereas *Punishment* or sanctions are given if the employee does something outside the rules and provision organization which apply. Penalty given for return performance employees and maintain employee productivity so that they can work with so as to achieve organizational goals. According to Purwanto in Astuti (2018) explain that the imposition of sanctions or *punishment* can be divided by two parts namely preventive sanctions and repressive sanctions. Preventive sanctions are actions that conducted by company or organization for prevent employee so that no commit a violation includes regulations, recommendations and order, prohibition, coercion, and discipline. Whereas penalty repressive is action which given by company to employee which to do violation, include: warning, termination of benefits, termination of bonuses, restrictions on the use of facilities and services infrastructure company, and disconnection connection work. Destination this research is for knowing how influence *staffing* on process recruitment, selection, training, *rewards* and *punishments*, as well as development as wrong one function management on employee performance at Inona Incubator.

RESEARCH METHODOLOGY

Method which used in study this is descriptive with approach quantitative. According to Sugiyono (2012) stated that research descriptive that is research conducted to determine the value of the independent variable, both one variable or more (independently) without making comparisons, or linking with variable other. Data which obtained then analyzed by descriptive covers aspect – aspects of *staffing* on performance employee.

Sample

The sample used is a population sample. Sampling technique in This research is using census technique. Because the population under study less than 100 (one hundred) people, so the samples taken are from all population which amounts to 30 (thirty) employees.

Technique Collection Data

Collection data on study this conducted with various method as following:

Questionnaire

The researcher gave a questionnaire in the form of a list of statements to respondents who had set for Becomes sample. Statement which there is in questionnaire containing about variables related to this research are recruitment (X_1), selection (X_2), training (X_3), reward and *punishment* (X_4), and development (X_5). The scale used in the questionnaire study this use scale likert. Questionnaire the containing statement – statement answered by respondents with using a Likert scale.

Table 1. Scale Likert

Score	Category
1	STS (Very Not Agree)
2	TS (Don't agree)
3	S (Agree)
4	SS (Strongly agree)

Source: Budiaji (2013)

Observation

Researcher look for data which required as ingredient object study with make direct observations of how the process of making an egg incubator and human resource management to maintain employee performance in the process making egg incubator in Ina Incubator.

Interview

Researchers conducted interviews with company directors to find out information General Inona Incubator in the form of number of employees, resource management process people performed, divisions in the company, and products in the form of machine hatch eggs produced

Indicator Performance Employee

In this study, to determine the performance of employees at Inona Incubator in To produce an egg incubator, several indicators are used. Indicator made for knowing influence process recruitment, selection, training, *rewards* and *punishments*, and development as an independent variable on employee performance as a variable bound. Indicator which used in study this for knowing performance employee can be seen on table 2.

Table 2. Indicator Performance Employee Employee

1	I capable complete profession neatly and accuracy which tall.
2	I have knowledge on work which I do.
3	I capable innovate in complete profession
4	I capable working with good unattended leader
5	I have not quite enough responsibility and commitment in work
6	I go home in accordance with office hours, except because overtime
7	I always present to location appropriate time

Source : Data processed (2021)

Analysis Data

This research uses several tests to identify and analyze the data obtained. A number of test that used in research these include:

Test Validity

Validity test is used to measure the validity or validity of a questionnaire. In use testing validity, used tool measuring in the form of program computer that is SPSS (*Statistical Product and Service Solutions*). Test validity conducted with compare score r count with r table for level 5 percent significance of *degree of freedom* (df) = $n-2$, in this case n is the number of sample. If r count > r table then the question or indicator is declared valid, and vice versa if r count < r table then the question or indicator declared invalid

Test Reliability

Reliability test is a tool to measure a questionnaire which is a indicator of a variable or construct. A questionnaire is said to be reliable or reliable if answer somebody to statement is consistent or stable from time to time. Measurement reliability conducted with method *one shot* or measurement only once with the SPSS application for the *Cronbach Alpha* (α) statistical test. A construct or a variable is said to be reliable if it gives a Cronbach Alpha value > 0.60 (Nunnally in Ghazali, 2005)

Analysis Regression linear multiple

In this study, data were obtained by filling out questionnaires by employees Ina Incubator . The questionnaire given to the respondents was used to obtain data that is used to determine *staffing* as a function management on employee performance in I nona Incubator. In this research, researcher using multiple linear regression test.

Formula equality regression multiple is:

$$Y = a + b_1 x_1 + b_2 x_2 + b_3 x_3 + b_4 x_4 + b_5 x_5 \quad (1)$$

Information:

Y : Performance employee

a : Constant

b_1, b_2, b_3, b_4, b_5 :

Variable coefficient

X ₁	: Recruitment
X ₂	: Selection
X ₃ : _	Training
X ₄	: Development
X ₅	: Rewards and punishment

Test Significance Simultaneous (Test F)

The F test is used to determine the significance of the influence of the variables independently (simultaneously) on the dependent variable. Hypothesis used in this research are:

Ho: Variable – variable free, namely recruitment, selection, training, development, as well as *rewards* and *punishment* no have influence which significant by together to variable bound that is performance employee.

Ha: Variable – independent variable namely recruitment, selection, training, development, as well as rewards and punishments have a significant influence on together to the dependent variable that is performance employee.

Taking decision based on on use number probability significance, namely:

1. If probability significance > 0.05, so Ho received and Ha rejected
2. If probability significance < 0.05, so Ho rejected and Ha received.

Test Significance Partial (Test Q)

The t test is used to test the significance of the relationship between the variables X and Y, is variable X₁ , _ X₂ , _ X₃ , _ X₄ and X₅ (recruitment, selection, training, *rewards* and *punishments* , as well as development) truly take effect to variable Y (performance employee) by separated or Partial. Hypothesis which used in testing this is:

Ho: Variable – variable free (recruitment, selection, training, *reward* and *punishments* , as well as development) no have influence which significant to variable bound (performance employee).

Ha: Variable – variable free (recruitment, selection, training, *rewards* and *punishments* , as well as development) have influence which significant to dependent variable (performance employee).

Base taking decision is with use number probability significance, that is:

- a. If number probability significance > 0.05 and $t_{count} < t_{table}$, so Ho received and Ha rejected.
- b. If number probability significance < 0.05 and $t_{count} > t_{table}$, so Ho rejected and Ha received

Analysis Coefficient Determination (R^2)

The coefficient of determination (R^2) essentially measures how far the model's ability in explain variation variable bound. Score coefficient determination is Among zero and one.

A small R^2 value means the ability of the independent variables in explain the variation of the dependent variable is very limited. And vice versa, the value of close to one means that the independent variables provide almost all of the information which needed to predict variation dependent variable.

RESULT AND DISCUSSION

Multiple linear regression analysis aims to analyze the relationship and effect between the independent variable and the dependent variable. Multiple linear regression analysis results calculated using the help of SPSS 25 for windows. Linear regression analysis test results multiple can be seen on Table.

Table 3. Results Regression Equation Linear multiple

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
Constant	-26,875	16,379		-1,641	0.114
Recruitment	1,700	0.579	0.587	2,936	0.007
Selection	1,612	0.723	0.447	2,328	0.036
Training	-0.064	0.427	-0.031	-0.149	0.883
<i>Rewards and Punishment</i>	1,177	0.693	0.331	1,699	0.102
Development	0.146	0.275	0.102	0.531	0.601
Variable Bound Performance employee					
R	0.685				
R Square	0.469				
Adjusted R Square	0.358				
F Count	4,235				
Sig. F	0.007				

Source : Data processed (2021)

Based on the table, the following multiple linear regression equation is obtained: $Y = -26,875 + 1.700X_1 + 1.612X_2 + -0.64X_3 + 1,177X_4 + 0.146X_5$

Based on equality regression the, could interpreted as following:

1. Constant = -26,875 means that if the variables are recruitment (X_1), selection (X_2), training (X_3), *reward* and *punishment* (X_4), and development (X_5) have a value of zero so employee performance has a value of -26,875
2. Recruitment (X_1) = 1,700 means that the recruitment variable (X_1) has a positive effect and has a direct relationship with employee performance (Y). This shows that, if the recruitment variable (X_1) shows an increase of one unit, then will be followed by an increase in employee performance variable (Y) of 1,700 with assumption the other independent variables are fixed.

3. Selection (X_2) = 1,612 it means variable selection (X_2) take effect positive and has a direct relationship with employee performance (Y). This shows that, if variable selection (X_2) showing increase one unit, so will be followed by an increase in the employee performance variable (Y) of 1.612 with assumption the other independent variables are fixed.
4. Training (X_3) = -0.64 means that the training variable (X_3) has a negative effect and have connection which no unidirectional with performance employee. Thing this shows that, if the training variable (X_3) shows an increase of one unit, it will be followed by a decrease in the employee performance variable (Y) of -0.64 with variable assumption the other free remains.
5. *Reward and punishment* (X_4) = 1.177, it means *reward and punishment variable* has a positive effect and has a direct relationship with employee performance (Y). This shows that, if the *reward and punishment variables* show increase one unit, so will followed increase on variable performance employee (Y) as big as 1,177 with assumption variable free which other permanent.
6. Development (X_5) = 0.146 means that the development variable has an influence which is positive and has a direct relationship with employee performance (Y). This matter shows that, if the development variable shows an increase of one unit, so followed increase on variable performance employee as big as 0.146 with assumption the other independent variables are fixed.

Hypothesis Study

Hypothesis testing aims to see how the influence of the independent variables, namely recruitment, selection, training, *reward* and *punishment*, as well as the development of the dependent variable, namely employee performance. Hypothesis testing in this study consisted of Simultaneous Significance Test (Test Statistics F), Coefficient of Determination Analysis (R^2), and Partial Effect Significance Test (t-test), Here are the results test hypothesis on research this:

Test Significance Simultaneous (Test F stats)

Simultaneous significance test (F statistic test) The F test is used to test whether all variable free by together have influence to variable bound. If score $F_{hitung} > \text{score } F_{tabel}$ and score significance < 0.05 so whole variable free have a joint effect on the dependent variable. Score F_{tabel} on research this of 2.60. Based on Table is known that variable free (recruitment, selection, training, *reward* and *punishment*, as well as development) together have an influence which significant to variable bound (performance employee). Thing the proven from score F_{hitung} as big as 4,235 (> 2.60), with score significance as big as 0.007 (< 0.05). Based on results test F the, could concluded that H_0 rejected and H_a accepted, which means recruitment (X_1), selection (X_2), training (X_3), *reward* and variables *punishment* (X_4), as well as development (X_5) by together take effect significant to variable performance employee (Y) in produce machine hatchegg.

Test Significance Partial Influence (Test t)

The t test is used to test the effect of each independent variable on variable bound. If score $t_{hitung} > \text{score } t_{tabel}$ and score significance < 0.05 so independent variables affect the dependent variable. Score t_{tabel} in this research is 2,064. Based on table then obtained results test t for each – each variable as follows:

Influence variable Recruitment (X 1) to Performance Employee (Y)

Results test t Among variable recruitment (X 1) to variable performance employee (Y) show score t_{hitung} as big as 2,936 ($> 2,064$), with score significance as big as 0.007 (< 0.05). The result states that H_0 rejected and H_a accepted, that means that the recruitment variable (X1) is significant and is related to employee performance variables (Y). The recruitment variable has an effect of 1.7 on the employee performance variable.

Influence variable Selection (X 2) to Performance Employee (Y)

Results test t Among variable selection (X 2) to variable performance employee (Y) show score t_{hitung} as big as 2,228 ($> 2,064$), with score significance as big as 0.036 (< 0.05). The result states that H_0 rejected and H_a accepted, that it means that the selection variable (X 2) has a significant effect on the performance variable employee (Y). Variable selection have influence as big as 1,612 to variable Performance Employee.

Influence variable Training (X 3) to Performance Employee (Y)

Results test t Among variable training (X 3) to variable performance employee (Y) show score t_{hitung} as big as -0.149 ($< 2,064$), with score significance as big as 0.883 (< 0.05). The result states that H_a rejected and H_0 accepted, that it means variable training (X 3) no have influence to variable performance employee (Y). The training variable has an effect of -0.064 on the variable performance employee.

Effect of Reward and Punishment variables (X 4) on Employee Performance (Y)

Results test t Among variable rewards and punishment (X 4) to variable performance employee (Y) show score t_{hitung} as big as 1,699 ($< 2,064$), with score significance as big as 0.102 (< 0.05). Results the state that H_a rejected and H_0 received, which it means variable rewards and punishment (X 4) no have influence on employee performance variable (Y). Variable rewards and punishments have the effect of 1.177 on performance variable employee.

Influence variable Development (X5) to Performance Employee (Y)

Results test t Among variable development (X 5) to variable performance employee (Y) show score t_{hitung} as big as 0.531 ($< 2,064$), with score significance as big as 0.601 (< 0.05). Results the state that a H_a rejected and H_0 received, which it means variable development (X5) no have influence on the employee performance variable (Y). The

development variable has an influence as big as 0.146 to the performance variable employee.

Analysis Coefficient Determination (R^2)

The Coefficient of Determination Test is used to measure how much influence the variable free to variable bound. Score coefficient determination Among zero until one ($0 < R^2 < 1$). If the value of the coefficient of determination is close to one, then the ability of the variable free in explaining the dependent variable is very strong.

Based on the table, it is known that the coefficient of determination obtained in this study amounted to 0.469. This shows that 46.9% Employee Performance in producing egg incubator in Inona incubator can be explained by recruitment, selection, training, *reward* and *punishment variables*, as well as development, whereas the rest that is as big as 53.1% performance employee Inona Incubator explained by other variables who does not explained in study this.

The correlation coefficient is used to see the magnitude of the relationship between the independent variables with variable bound. Based on Table is known score coefficient correlation on study this as big as 0.685. Results the show that connection Among variable free (recruitment, selection, training, *rewards* and *punishments*, as well as development) with the dependent variable, namely the employee's performance is in the category currently.

CONCLUSION

Based on the results of the research, discussion and findings in the field, then conclusion obtained from this research is as follows: The independent variables are recruitment (X_1), selection (X_2), training (X_3), *reward* and *punishment* (X_4), as well as development (X_5) by together take effect significant on the employee performance variable (Y) in producing egg incubators that quality based on the results of the simultaneous significance test. Variable recruitment and selection employee showing influence which significant on the performance of employees at Inona Incubator in producing hatching machines egg quality ones. The employee training variable shows that it has no effect on performance Inona Incubator employees. *Reward* and *punishment* variables as well as development variables have an influence which not significant on employee performance at Inona Incubator.

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