# JURNAL ILMIAH MANAJEMEN DAN BISNIS

# The Influence Analysis Position on The Employee Performance of SMK PGRI Telagasari Karawang Regency

Fakhri Mujahid Maolani[1], Solehudin[2]

[1,2] Universitas Singaperbangsa Karawang, Indonesia

Email: raden.maulany431@gmail.com

## *Abstract*

This study aims to determine, analyze, and explain the effect of job analysis on the employee performance of SMK PGRI Telagasari Karawang. This research uses descriptive analysis and verification methods with a quantitative approach. The population in this study were users of SMK PGRI Telagasari Karawang Regency, the sample in this study was 85 respondents. The sampling technique used in this research is a saturated sample, namely taking respondents using the population as the research sample. The analysis technique used in this study is multiple linear regression analysis. The results showed that there was a significant effect of job analysis on employee performance at SMK PGRI Telagasari, Karawang Regency. The magnitude of the influence of job analysis on the performance of employees of SMK PGRI Telagasari Karawang Regency is 89.4%. While the remaining 10.6% is explained by other factors not examined in this study.

## INTRODUCTION

The education sector is the main key in improving the quality of the nation. Previously, the government had a strategy in physical development to see the nation's progress, but at the present level increasing human resources is a priority in the parameters of the nation's progress. There is no other way for this development is to improve the quality of education. Therefore, Education as a process of change in the formation of attitudes, personality and human skills to face the future. In the process of growth and development it is influenced by various factors related to human behavior, ability and willingness to learn so that in the end the process encourages growth and development towards a goal to aspire to and it is hoped that these changes will have a positive impact. (Kardi, 2015)

The Human Development Index (IPM) is an outline of the proportion of basic achievements in the main components of human development, namely: long and healthy life, education and needs. (UNDP, 2020)
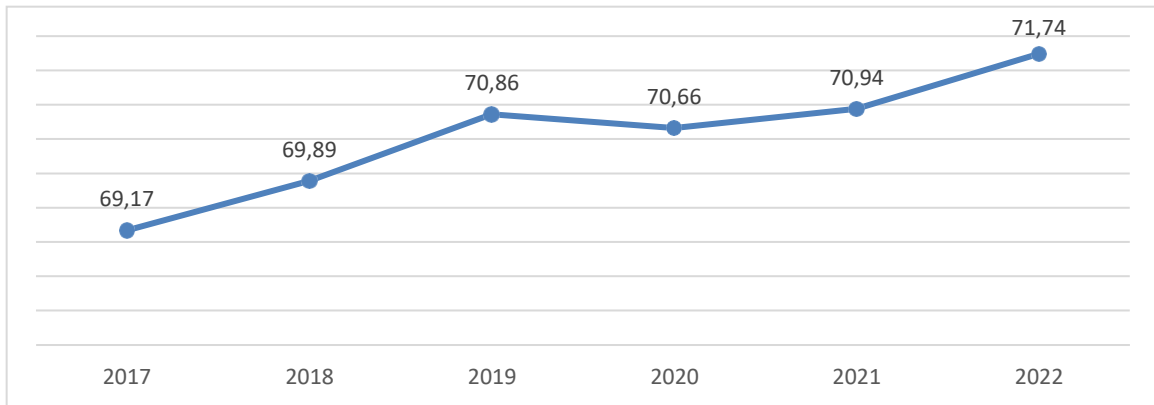
**Figure 1 Human Development Index Karawang Regency**

Source: BPS Karawang Regency, 2023

Based on Figure 1, it shows that the human development index in Karawang district continues to increase from year to year. This is reflected based on the 2022 human development index of 71.74, the criteria for the Human Development Index in Karawang Regency are quite high.

The concept of education which is an investment for the creation of quality human beings has received special attention. Moreover, development that focuses on education will certainly affect other development sectors. (Widiansyah, 2017) Therefore, a concrete system is needed so that the goals are The budget is a management tool that is very useful for management in implementing and controlling the organization so that organizational goals are achieved effectively and efficiently. (Nafarin, 2000)
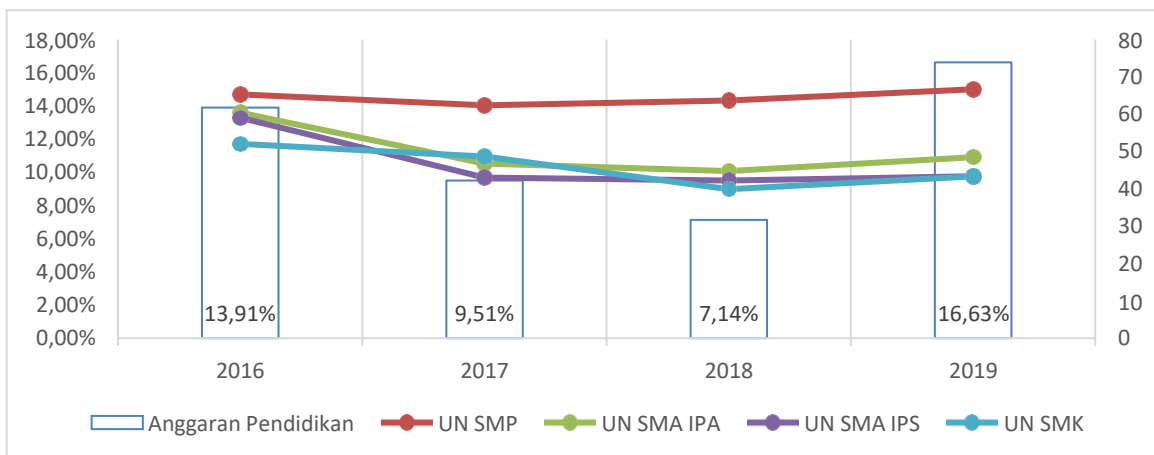


**Figure 2 Allocation Education Budget and Results National Exam Karawang**
Source: Ministry of Education, 2023

Based on Figure 2, it shows that the budget allocation has an impact on the results of the Student National Examination. This is evident in 2017 and 2018 the allocation of the education budget has decreased and has had an impact on the results of the national exams in 2017 and 2018. In 2019 the education budget allocation was increased to 16.63% of the regional budget, only a not very significant increase. The type of SMK education has the lowest national exam score results compared to the type

of SMA and SMP education. National Examination (UN) results are a form of evaluation carried out by the government to determine students' cognitive abilities and educational development in an area.

One of the vocational high schools located in the city of Telagasari, Karawang Regency is SMK PGRI Telagasari Karawang. This school was founded by the Indonesian Teachers' Association (PGRI) and has been around since 1999. In 2023, it is recorded that the number of students studying at the PGRI Telagasari Karawang Vocational School is approximately 1,500 students and has 84 teaching staff.

One very important factor that cannot even be separated from an organization, both institutions and agencies, is human resources. Human resources are also something that determines the development of institutions. In essence, human resources are people who are employed in an organization as movers, thinkers and planners to achieve the goals of that organization. The need for human resources is increasing in today's era, because in this era there will be a lot of demand for the role of human resources who have professional skills in various matters.

The same thing was expressed (Soedijarto, 2008, p. 178) that "employee performance includes planning, managing implementation, assessing processes and results, diagnosing learning difficulties, and revising learning programs". From these two opinions it can be concluded that employee performance can be seen from the implementation of employees in planning learning, implementing learning, and evaluating learning. So that if the employee has carried out the planning, implementation, and learning evaluation activities properly and according to predetermined rules, the employee is considered to have good performance.

Job analysis as a basis for performance appraisal for employees. This performance appraisal is usually carried out once a year, however, it all returns to the policies of an organization itself. Based on the results of the job analysis, the organization will be able to determine what characteristics must be owned by prospective employees before occupying a position, the output of which is in the form of job specifications and job descriptions. Where in the job description contains the duties, functions, authority & responsibilities of an employee. Whereas the job specification contains who will do the job and what are the requirements needed, especially those concerning individual skill issues. (Tanumihardjo, Hakim, & Noor, 2013)

With the suitability of the placement of human resources, it is hoped that all lines of agencies can work optimally because they are filled by people who are competent in their respective fields. This is expected to improve the performance of each of these human resources. Based on the explanation on the background above, the researcher is interested in taking the title "the influence of job analysis on the employee's performance of SMK PGRI Telagasari Karawang".

**METHOD**

This research uses descriptive analysis and verification methods with a quantitative approach. The population in this study were users of SMK PGRI Telagasari Karawang Regency, the sample in this study was 85 respondents. The sampling technique used in this research is a saturated sample, namely taking respondents using the population as the research sample. The analysis technique used in this study is multiple linear regression analysis.

**RESULTS AND DISCUSSION**

**RESEARCH RESULT**

**Descriptive Analysis**

**Job Analysis at SMK PGRI Telagasari, Karawang Regency**

To find out an overview of the results of respondents' responses related to the variable indicators of job analysis at SMK PGRI Telagasari, Karawang Regency, a descriptive analysis was carried out. The results of the analysis are presented in a table that explains in detail the results of the respondents' responses.

**Table 1**

**Job Analysis at SMK PGRI Telagasari, Karawang Regency**

| No. | Indicator | Score | Category | No. | Indicator | Score | Category |
|-----|-----------|-------|----------|-----|-----------|-------|----------|
| 1 | Authority clear and measured | 319 | Good | 9. | Last education | 319 | Good |
| 2 | suitability authority | 307 | Good | 10 | Work Experience | 315 | Good |
| 3 | Responsibility | 306 | Good | 11 | Knowledge employee | 304 | Good |
| 4 | Compensation | 321 | Good | 12 | Skills employee | 312 | Good |
| 5 | Regulation | 310 | Good | 13 | Supporting experience of work | 319 | Good |
| 6 | Work Coordination | 308 | Good | 14 | Supporting skills of work | 308 | Good |
| 7 | Facility | 309 | Good | 15 | Supporting knowledge of work | 313 | Good |
| 8 | job targets | 312 | Good | 16 | suitability interest and education | 316 | Good |
| Average Score | | | | | | 312 | Good |

Based on Table 1 above, the average score on the job analysis variable at SMK PGRI Telagasari Karawang Regency is 312 in the good category, this means that job analysis at SMK PGRI Telagasari Karawang Regency has gone well. The indicator with the highest score is compensation, this shows that the compensation given is in accordance with the responsibilities, while the indicator with the lowest score is the employee's knowledge.

**Employee's Performance at SMK PGRI Telagasari, Karawang Regency**

To find out an overview of the results of respondents' responses related to the variable indicators of Employee's Performance at SMK PGRI Telagasari, Karawang Regency, a descriptive analysis was carried out. The results of the analysis are presented in a table that explains in detail the results of the respondents' responses.

**Table 2**

**Employee's Performance at SMK PGRI Telagasari, Karawang Regency**

| No. | Indicator | Score | Category | No. | Indicator | Score | Category |
|---|---|---|---|---|---|---|---|
| 1 | Job volume | 311 | Good | 10 | Improvisation | 307 | Good |
| 2 | Work productivity | 322 | Good | 11 | Work innovation | 314 | Good |
| 3 | Satisfaction Work | 307 | Good | 12 | Creativity | 304 | Good |
| 4 | work rigor | 313 | Good | 13 | Adaptability | 315 | Good |
| 5 | work equipment | 319 | Good | 14 | Social communication skills | 320 | Good |
| 6 | *Problem Solving* | 310 | Good | 15 | Synergy between employee | 298 | Good |
| 7 | Work ability | 306 | Good | 16 | Good cooperation | 314 | Good |
| 8 | work commitment | 310 | Good | 17 | Empathy for other workers | 290 | Good |
| 9 | Appropriate time | 306 | Good | 18 | Each other help | 312 | Good |
| | Average Score | | | | | 309 | Good |

Based on table 2 above, the average score of the employee performance variable at SMK PGRI Telagasari Karawang Regency is 309 in the good category, this means that the performance of SMK PGRI Telagasari Karawang employees has been going well. The indicator with the biggest score is work productivity, this means that the work targets that have been set have been successfully achieved by the employee, while the indicator with the lowest score is empathy for other employees, this shows that employees are willing to help colleagues who have difficulty completing work that must be improved again.

**Verification Analysis**

**Correlation Analysis**

The correlation coefficient test was carried out to explain how strong the relationship between job analysis and employee performance can be seen in the table below.

**Table 3**

**Job Analysis Correlation Analysis with Employee Performance**

| Correlations | | Job_analysis | Employee_performance |
|---|---|---|---|
| Job_analysis | Pearson Correlation | 1 | .945[**] |
| | Sig. (2-tailed) | | .000 |
| | N | 85 | 85 |
| Employee_performance | Pearson Correlation | .945[**] | 1 |
| | Sig. (2-tailed) | .000 | |
| | N | 85 | 85 |
| **. Correlation is significant at the 0.01 level (2-tailed). | | | |

Based on the table above, it is found that the correlation coefficient between job analysis and employee performance is 0.945. It can be concluded that the correlation between job analysis and employee performance is included in the very strong category because it is found in the coefficient interval of 0.90 – 1.

**Multiple Linear Regression Analysis**

The test of multiple linear regression analysis in this study can be seen in the table below.

**Table 4**

**Multiple Linear Regression Analysis**

| Coefficients[a] | | | | | | |
|---|---|---|---|---|---|---|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | 1.763 | 2.465 | | .715 | .476 |
| | Job_Analysis | 1.086 | .041 | .945 | 26.440 | .000 |
| a. Dependent Variable: Employee_Performance | | | | | | |

Based on table 3 above, it shows that the employee performance regression coefficient is 1.763. It can be concluded that if the job analysis is 0, then the employee performance at SMK PGRI Telagasari Karawang Regency is 1.763. The regression coefficient of job analysis is 1.086, this means that every increase of one unit of job analysis will have an impact of 1.086 on employee performance.

**Analysis Coefficient Determination**

Analysis of the coefficient of determination is used to determine how much influence job analysis has on employee performance at SMK PGRI Telagasari, Karawang Regency, which can be seen in the table below.

**Table 5**

**Analysis Coefficient Determination**

| | | | | |
|---|---|---|---|---|
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .945ᵃ | .894 | .893 | 4.526 |
| a. Predictors: (Constant), Job_Analysis | | | | |

Based on table 5 above, it can be seen that the influence of job analysis on the performance of SMK PGRI Telagasari Karawang employees is 0.894 or 89.4%. While the remaining 0.106 or 10.6% is explained by other factors not examined in this study ($\varepsilon$).

**Hypothesis test**

Testing the hypothesis of the partial effect of the effect of job analysis on employee performance at SMK PGRI Telagasari Karawang Regency can be seen in the table below.

**Table      6**

**Hypothesis Testing**

| | | | | | | |
|---|---|---|---|---|---|---|
| **Coefficientsᵃ** | | | | | | |
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | T | Sig. |
| 1 | (Constant) | 1.763 | 2.465 | | .715 | .476 |
| | Job_Analysis | 1.086 | .041 | .945 | 26.440 | .000 |
| a. Dependent Variable: Employee_Performance | | | | | | |

Based on table 6 above, it shows that the calculated t value of the job analysis variable is 26.440. The tcount value above is then compared to t table with a significant level of 5%, df = n -2 = 85 - 2 = 83 obtained t table = 1.988. Thus, it is known that the value of t count (26.440) > t table (1.988), it can be stated that H0 is rejected then H1 is accepted, meaning that there is a significant influence of job analysis on the performance of SMK PGRI Telagasari Karawang Regency employees.

**DISCUSSION**

Based on the results of hypothesis testing, it shows that there is a significant effect of job analysis on the performance of SMK PGRI Telagasari Karawang employees. This can be proven by the results of the correlation analysis between job analysis and employee performance, which is included in the very strong category, with a value of 0.945. Based on the causal relationship between job analysis

variables on employee performance analyzed using multiple linear regression analysis shows that the regression coefficient of job analysis is 1.086, this means that every increase of one unit of job analysis will have an impact of 1.086 on employee performance.

Based on the results of descriptive analysis to find out the description of job analysis and employee performance at SMK PGRI Telagasari, Karawang Regency, the results of the analysis show that the job analysis applied to SMK PGRI Telagasari, Karawang Regency has gone well. The indicator with the highest score is compensation, this shows that the compensation given is in accordance with responsibility, while the performance of the employees of SMK PGRI Telagasari Karawang Regency is 309 in the good category, this means that the performance of employees of SMK PGRI Telagasari Karawang Regency has been going well. The indicator with the biggest score is work productivity, this means that the work target that has been set has been successfully achieved by the employee.

The magnitude of the influence of job analysis on the performance of SMK PGRI Telagasari Karawang employees is 89.4%. While the remaining 10.6% is explained by other factors not examined in this study. This indicates that agencies that have good job analysis and place the right employees will have an impact on increasing employee performance at these agencies.

The results of this study are in line with research conducted by (Tanumihardjo, Hakim, & Noor, 2013) the results of the study show that there is a partial or simultaneous influence between job analysis on employee performance.

## CONCLUSION

Based on the results of the research and discussion in the previous chapter, this conclusion results that there is a significant effect of job analysis on the performance of SMK PGRI Telagasari Karawang employees. The magnitude of the influence of job analysis on the performance of SMK PGRI Telagasari Karawang employees is 89.4%. While the remaining 10.6% is explained by other factors not examined in this study.

Based on the results of the research and discussion in the previous chapter, suggestions that can be submitted as material for consideration at SMK PGRI Telagasari Karawang Regency are based on the lowest indicator on the job analysis variable, responsibility, so it is best if SMK PGRI Telagasari Karawang Regency provides training and exchanges knowledge about work to employees so that they can improve employee performance.

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