

The Effect of Position Specifications, Tenure, and Job Placement on Work Productivity in District Government X

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KEYWORDS

Work Period; Job Placement;
Work Productivity; Job
Specification;

ABSTRACT

There are several things that are considered to have an influence on work productivity in the district government, including job specifications, work period and job placement. However, this has not been explained in more depth. Therefore, researchers are encouraged to conduct research on the influence of job specifications, work period, and job placement on work productivity in the X district government. The purpose of this study is to determine whether or not there is an influence of job specifications, work period, and job placement on work productivity in the X district government. The research method used is qualitative with data collection techniques through observation, interviews and documentation, where interviews were conducted with 10 employees in the X district government. The research data that has been collected will be analyzed in depth to determine the results of the study. The results of the study indicate that clear job specifications, work period and appropriate job placement according to employee abilities can increase employee work productivity in the X district government positively and significantly. With this, the government should carry out clear job specifications considering the work period and employee abilities in carrying out work placement so that work productivity increases and organizational goals can be achieved effectively and efficiently.

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Introduction

The government is a public service organization that has a variety of tasks including providing services to the community (Ekowati & Akbar, 2023; Rohayatin et al., 2018), planning a variety of the best programs for the community and so on so that the prosperity of the community as the nation's ideals contained in the opening of the 1945 Constitution in the fourth paragraph can be achieved effectively and efficiently (Yuniwati, 2017).

The achievement of goals can be influenced by the level of employee productivity in government institutions. Productivity can be interpreted as a variety of activities carried out by

employees effectively and efficiently in producing a variety of jobs both in the short and long term in accordance with their duties and functions by utilizing various available facilities and infrastructure (Abubakar, 2018; Wahyuningsih, 2018). With optimal employee productivity, it will have an impact on the progress of society because employees do work seriously and prioritize effectiveness and efficiency in work.

Unfortunately, employee productivity cannot always be done by employees. This is because, there are several aspects that affect employee productivity which of course will also affect the achievement of organizational goals where slow employee productivity will affect the achievement of slow organizational goals as well.

Some aspects that are considered to have an influence on employee productivity include job specifications, tenure and placement. Job specifications are an explanation of the work that must be done by an employee where this is written in detail so that employees understand their duties and functions in depth along with the terms and conditions for someone to occupy a certain position (Faizal & Suharto, 2018; Pitaloka et al., 2019; Selan et al., 2023). The length of service is the length of time a person works in a government agency starting from signing a contract until the person stops working either due to retirement or transfer to another government agency (Ivana et al., 2022; Jayanti & Dewi, 2021), then job placement is the assignment of an employee to work in a particular institution (Sahadewa & Rahmawati, 2021; Sudiantini et al., 2023).

These various aspects are considered capable of influencing employee work productivity. Unfortunately, studies on the influence of job specifications, tenure, and job placement on work productivity have never been conducted in the X district government. This is an important aspect to be used as a basis for the government to issue policies for its employees so that employee work productivity can be optimized.

Actually, studies on employee productivity have been conducted by several researchers including research conducted by (Vinny Agnestia Sartika, 2024) Vinny Agnestia Sartika, Muhammad Rizki, Riko Murti Saputra and Marsudi in 2024 regarding the effect of employee placement on the work productivity of employees of the Tanjung Pinang City Social Service, research conducted by Qori Anjani Putri, Ninik Sriyani and Dwi Nila Andriani in 2023 regarding the effect of tenure, work environment, and job satisfaction on the productivity of family planning environmental extension workers (PLKB) in Madura district (Qori Anjani Putri, 2023), research conducted by Agus Glanar Cahyana, Nyoman Diah Utari Dewi, Anak Agung Gede Raka and Luh Rahayu Riniti in 2023 on the influence of discipline, mutation, and placement on the performance of civil servants in the Bandung district secretariat (Agus Glanar Cahyana, 2023), and so on. Various studies that have been conducted have not discussed the effect of job specifications, tenure, and job placement on work productivity in the X district government. This encourages research to conduct a study on the effect of job specifications, tenure, and job placement on work productivity in the X district government.

Despite existing studies on these aspects, research on the combined impact of job specifications, tenure, and job placement on government employee productivity remains limited, particularly in District X. Previous studies have focused on specific aspects, such as the effect of

employee placement on productivity in the Tanjung Pinang City Social Service (Sartika et al., 2024) and the impact of tenure, work environment, and job satisfaction on family planning extension workers (Qori Anjani Putri, 2023). Additionally, studies have analyzed the influence of discipline, mutations, and placement on civil servant performance in Bandung (Agus Glanar Cahyana, 2023). However, no research has comprehensively examined the simultaneous effects of job specifications, tenure, and job placement on work productivity in the District X government.

This study aims to fill this research gap by providing a holistic analysis of how these three factors influence work productivity in government institutions. The findings are expected to contribute to policy-making in human resource management within government agencies, ensuring that job specifications, tenure considerations, and appropriate job placements are optimized to enhance employee productivity. This study also introduces a novel approach by integrating these three variables into a single framework, offering a more comprehensive perspective compared to previous studies that examined them separately.

By addressing this gap, the research will provide empirical evidence on the importance of structured job specifications, tenure management, and strategic job placements in improving employee productivity. The results can serve as a reference for government institutions in District X and beyond, aiding in the development of policies that enhance employee performance and organizational efficiency.

Research Methods

There are several things that need to be understood including: *First*, job specifications where this contains the job description required, including graduate specifications and various other qualifications (Selan et al., 2023). *Second*, tenure is the length of time employees work in a government agency. *Third*, work placement is the place used by an employee to do work and work productivity is the quality of performance carried out by employees in carrying out their duties and functions properly (Sudiantini et al., 2023).

While the research method used is qualitative with data collection techniques through observation, interviews and documentation by collecting various documents needed in the research, while interviews were conducted with 10 employees in the X district government. The research data that has been collected will be analyzed in depth to determine the results of the research.

Results and Discussion

District X is one of the districts in Central Java where this district has several government agencies and each government agency has different objectives or duties and functions tailored to the purpose of the establishment of the government agency or organization. Regency X can achieve goals as its vision and mission if each government agency can achieve its goals effectively and efficiently where this achievement of course cannot be separated from the participation of employees with various levels of productivity. The higher the productivity of an employee, the closer the government institution is to achieving its goals and vice versa. If employee productivity is low, the achievement of organizational goals will be slower. For this reason, employee

productivity is important to pay attention to in order to achieve organizational goals effectively and efficiently.

Mr. R as one of the heads of departments in district X said that employee productivity is influenced by various factors, one of which is job specifications where through these specifications there are various terms and conditions that must be possessed by an employee to occupy a certain position so that the performance carried out can be optimal. However, if the employee specifications are not clear so that an employee sitting in the government office does not have clear job specifications and abilities, of course his productivity will decrease, especially if the employee occupies a position related to the power to make policies, the policies made under his power will be inconsistent or not in accordance with the needs so that the objectives of government institutions are not achieved effectively and efficiently.

On the other hand, Mrs. R said that employee productivity can also be influenced by length of service. The longer the working period, the more experience gained in providing services so that changes in the rules do not become panic because regulations often change and we as employees must be quickly adaptive. It's just that if you work longer and older and don't want to keep up with the times then of course productivity will decrease because currently services must be carried out through IT so that every employee of various ages is required to be able to use IT and try to keep up with the times according to their abilities. Therefore, many government agencies conduct training in the use of technology so that employees who are old can still carry out their work through technology because currently many community services have begun to be systemized to the internet even though they still require physical data.

Then Mr. N also added that in addition to job specifications and tenure, job placement is also important for employee productivity because inappropriate job placement will hinder the pace of employee productivity in a company. For example, someone who graduated from Indonesian language education is placed as an Islamic Religious Education (PAI) teacher, so that person will not be able to provide optimal PAI learning because he is placed in a job that is not his field of expertise. Therefore, job placement should also pay attention to several things, namely the suitability of expertise, distance of residence, family conditions and various other things. Because it is undeniable that aspects that are considered trivial are able to have a major influence on employee productivity, for example, if the distance between an employee's workplace and residence is more than 50 km and is traveled every day then of course his productivity will decrease because his energy is drained on the road, and so on.

With this, it is known that job specifications, tenure and job placement have a positive and significant influence on the work productivity of an employee at the X district government agency. For this reason, policy makers should pay attention to these various aspects so that employees who are hired not only spend salaries but can also help the government to achieve its goals or ideals effectively and efficiently through the work productivity provided.

The results of this study are in line with those submitted by Sartika et al. (2024) which states that employee placement has a positive and significant effect on employee work productivity , as

well as job specifications and tenure which also have a positive and significant effect on employee work productivity (Qori Anjani Putri, 2023).

Therefore, policy makers should be able to make wise policies for the sustainability of increasing employee productivity and employees should always show their best performance for the work opportunities that have been given so that the goals of government institutions, namely to achieve their goals, can be achieved effectively and efficiently so that they can bring district X to a higher quality of life.

Conclusion

Work productivity is important because it will affect the achievement of the goals or ideals of a government institution in district X. For this reason, work productivity should always be maintained optimally so that the quality of performance of government institutions does not decline. One way to maintain it is to manage various aspects that can trigger or influence work productivity optimally. The results showed that job specifications, tenure and job placement can have a positive and significant influence on employee work productivity so that this needs to be considered properly so that productivity remains stable or increases and district X can be of higher quality.

The researcher hopes that the results of this study can be used as a reference for the X district government in making various policies and also as a reference for researchers to conduct research in the next period.

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