

SUMMARY

Liamatul Azizah, 2013, *The effect of job placement and work motivation on study employee achievement in PLN (persero) Company East Java Distribution service area and Malang network*, Dr.Djamhur Hamid, DIP,BUS, M.Si. Drs.Heru susilo.MA. 82 pages.

Research entitled *The effect of job placement and work motivation on study employee achievement in* conducted on employees of PLN (Persero) Company East Java Distribution service area and Malang network aims to clarify the effect of employee placement variable (X_1) and employee motivation (X_2) is simultaneous and partially on employee achievement variable (Y).

This type of research is explanatory research using a quantitative approach, data collection techniques is used by distributing questionnaires to 74 employees which is a sample of the population at the same time on PLN (Persero) Company East Java distribution service area and Malang network. Analysis of the data in this research using descriptive and multiple linear regression analysis with the help of computers which are then processed using SPSS 17:00 for windows.

Based on the results of the descriptive analysis can be seen that the average results of respondents employee placement variable (X_1) agrees with the mean value of 3.44. Then employee motivation variable (X_2) of respondents also agreed with the mean value 4.30. And employee performance variable (Y) average response of respondents also pointed to agree on the answer, as shown by a mean of 4,91. The result of descriptive analysis showed that the majority of respondents agreed or assessed employee placement (X_1) and employee motivation (X_2) that the company has been good and the employees achievement (Y) was also good.

The results of multiple linear regression analysis showed that simultaneous known figure F significance was 0,000 while the of significance $\alpha = 5\%$ or 0.05 so that the employee placement variable (X_1) and employee motivation (X_2) simultaneously significant effect on employee achievement (Y). Based on the calculation of the value of determination (R square) obtained at 0.452 or 45.2% indicates that the variable placement of employees (X_1) and employee motivation (X_2) used in the regression equation together to contribute to variable employee achievement (Y) of 45.2% while the remaining 54,8% is the contribution of the other variables were not examined in this research.

Partial test results known to value the significance of employee placement variable t (X_1) and employee motivation (X_2) is 0.000 and significance value $\alpha = 5\%$ so $t_{sig} \leq \alpha$ ($0.000 \leq 0.05$) and employee motivation variables (X_2) has a level of significance ($0.05 \leq 0.004$) that is partially a significant difference between the variable placement of employees (X_1) and employee motivation (X_2)

on employee achievement variable (Y). Variable placement of employees (X_1) produces regression coefficient of 0.675 is greater than the variable employee motivation (X_2) which produces regression coefficient of 0,344. This indicates that the variable placement of employees (X_1) dominant influence on employee achievement (Y).

Based on these results, it is suggested to the company to be able to maintain the effectiveness of the placement process so that employees can maintain their job achievement and further increase the motivation for employees. Given the motivation to work is the most important factor in doing the work, so that employees have more spirit in the work to improve the work achievement of employees at PLN (Persero) Company East Java Distribution service area and Malang network .

