



Implementation of Job Analysis and Career Development to Improve Employee Work Effectiveness at the Pidie State Prosecutor's Office

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ABSTRACT

The purpose of this research is to find out the application of job analysis and career development to increase the work efficiency of the employees of the Prosecutor's Office of the District of Pidie. In which the independent variables are job analysis (X1) and career development (X2), while work effectiveness (Y) is the dependent variable. There are 50 employees working at the Pidie Regency Prosecutor's Office, both permanent staff and contract employees. The entire population of this study was sampled using convenience sampling technique. Information was collected through questionnaires filled by the respondents using the survey method. In addition to the validity test and reliability test, this analysis features multiple regression analysis, a classical hypothesis test, a hypothesis test via the F and t tests, and a coefficient of determination (R²) test. $Y = 3.782 + 0.566 X1 + 0.231 X2$. The above analysis results indicate that among the two variables studied, the job analysis variable (X1) has the greatest influence on work effectiveness at the district Pidie Public Prosecutor's Office with 56.6%. According to the correlation coefficient of the independent and dependent variables of the Pidie District Prosecutor's Office, job analysis (X1) and career development (X2) are negatively correlated with job performance. This means the connection may be very robust. Then, the decision index for every variable of job analysis (X1) and career development (X2) is 62,4 % because of this each variable have a significant effect on work effectiveness at the Pidie County Prosecutor's office and 37.6% is encouraged with the aid of other variables not taken into consideration in this research.

Keywords: Job Analysis, Career Development, Work Effectiveness

1. INTRODUCTION

Efforts to develop an organization to become larger, more efficient and provide optimal service are things that all stakeholders in the organization desire. This development is a necessity when external organizational changes occur. One of the most important elements in organizational development is the arrangement of positions and the arrangement of human resources within it [1]

Job analysis in human resource management has a very strategic role in the organizational development process. Job analysis will provide an overview to help make decisions regarding recruitment, selection, training, promotion and compensation. Apart from providing benefits to the organization, job analysis also provides benefits to employees in an organization, by placing them according to their qualifications; employees are given the opportunity to develop their abilities and potential as optimally as possible (Herizal, 2021). Job analysis is a basis for worker management.

This analysis provides a realistic basis for employees in certain positions to be able to work efficiently where the employee has been placed according to their abilities and educational background [2]

Job analysis activities are important for an organization to determine the description and specifications of the positions required in an organization. The job description and specifications are used as a basis for placing employees according to their place. The occurrence of errors in analysing positions will result in errors in employee placement resulting in less than optimal employee performance. [3]

B Career development is a set of tasks or job titles that a person performs during his working life both in private companies and in public administration. The goal of career development as HR management is essentially to improve and increase the performance of employees' work so that they can increasingly participate in the realization of the organization's

business goals. Career development is very important for the board, because career development is a measure of career development of employees [4]

Career development is a condition that indicates the rise of a person's position in an organization along a career path defined in that organization [7]

The performance of an employee's work is the beginning of the success of the organization, because individual performance leads to group-level performance. That group efficiency moves in an organization with a common goal or it can be said to be the level of organizational efficiency. The effectiveness of personnel cannot be far from performance of management for organizational or individual success [5]

"Efficiency is the use of resources, facilities and infrastructure to a degree that is consciously predetermined to provide services to activities that produce multiple goods." Performance refers to success in terms of whether goals are achieved or not. the activity is closer to the goal, that means the efficiency is higher [4]

2. MATH AND EQUATIONS

The statistical analysis used in this research is a multiple regression analysis using the SPSS program. Regression analysis, to calculate the magnitude of the quantitative influence of a change in an event (variable X) on another event (variable Y). To see the relationship between variables, the multiple regression formula is used [6].

$$Y = a + b_1X_1 + b_2X_2 + e$$

Y = Work effectiveness

a = Constant

b = Variable regression coefficient

X1 = Job analysis

X2 = Career development

e = error

3. FIGURES AND TABLES

Respondent characteristics examined in this study include the respondent's gender, age, education level, marital status, monthly income and occupation. The results of data processing through a computerized process using the SPSS program are shown in the table below:

Table 1. Respondent identity

No.	Description	Frequency	Percentage	
Gender	Male	34 persons	68,0 %	
	Female	16 persons	32,0 %	
Number		50	100%	
Age	21 – 30 years old	13 persons	26,0 %	
	31 – 40 years old	11 persons	22,0 %	
	41 – 50 Tahun	16 persons	32,0 %	
	> 51 years old	10 persons	20,0 %	
	Number		50	100%
Education level	Post graduated	3 persons	6,0 %	
	undergraduate	25 persons	25,0 %	
	Diploma III	1 person	2,0 %	
	High school	21 persons	42,0 %	
Number		50	100%	
Marital status	married	13 persons	26,0 %	
	not married	37 persons	74,0 %	
Number		50	100%	
Monthly income	< Rp. 2.000.000,-	7 persons	14,0 %	
	Rp. 2.000.000 – 2.900.000,-	19 persons	38,0 %	
	Rp. 2.900.000,- 3.000.000 – 3.900.000,-	12 persons	24,0 %	
	Rp. 3.900.000,- 4.000.000 – 4.900.000,->	9 persons	18,0 %	
	Rp. 4.900.000,-> 5.000.000,-	3 persons	6,0 %	
	Number		50	100%
	Employee status	Civil Servant	34 persons	68,0 %
		Contract	10 persons	20,0 %
		Honoree	6 persons	12,0 %
	Number		50	100%

Based on the research results of the table, it can be explained that the gender-based characteristics of the respondents can be explained by the fact that there were 34 male respondents and 16 female respondents. The age specific characteristics can be explained by the fact. That there were as many as 13 21-30-year-olds, as many as 11 31-40-year-olds. , there were as many as 13 people aged 41-50, as many as 16 and 20.

Approximately 10 of those interviewed were over 51 years old.

The final level of education of the respondents, it can be explained that as many as 3 people had a postgraduate degree, 25 people had a Bachelor's degree, 1 person had a Diploma III degree and 21 people had a high school diploma or equivalent from the total sample.

Characteristics based on marital status showed that 37 people were married and 13 people were unmarried from the total respondents studied. Characteristics based on income show that as many as 7 people earn <Rp. 2,000,000, as many as 19 people earn Rp. 2,000,000 - Rp. 2,900,000, as many as 12 people earn Rp. 3,000,000 - Rp. 3,900,000, as many as 9 people earn Rp. 4,000,000 - Rp. 4,900,000 and as many as 3 people earn >Rp. 5,000,000 of the total respondents studied.

Characteristics based on employment status show that as many as 34 people have employment status as civil servants, 10 people have employment status as contract workers and 6 people have honorary employment status from the total sample.

Based on the results of the observations of the job analysis variable, the mean (3.816) was obtained, which means that the respondents agreed that the job analysis variable affects the work performance in the Pidie District Prosecutor's Office.

Based on the results of observing career development variables, an average value of (3.980) was obtained, which means that respondents agreed that the career development variable influenced work effectiveness at the Pidie District Prosecutor's Office.

Based on the results of the observation of the work efficiency variable, the average (4.192) was obtained, while the evaluation of the respondents of the work efficiency variable was influenced by independent variables, which are: Job analysis, career development and work efficiency.

Table 2. Job Analysis Variable Indicators

Question items	STS	TS	KS	S	SS	Mean
Career development at the Pidie District Prosecutor's Office considers educational background and knowledge that is appropriate to the job	-	4	8	26	12	3,92
	-		8.0%			
Career development at the Pidie District Prosecutor's Office pays attention to the suitability of employee skills to the job	-	2	16	18	14	3,88
	-		4.0%			
Career development at the Pidie District Prosecutor's Office has optimized employee potential	-	3	9	22	16	4,02

Table 3. Career Development Variable Indicators

Item	STS	TS	KS	S	SS	Mean
Find quality and quantity employees to complete tasks effectively	-	-	4	31	15	4.22
		-		8.0% 62.0% 30.0%		
Collect information about jobs	-		4	32	14	4.20
	-			8.0% 64.0% 28.0%		
Able to do any work that needs to be done in the	-	-	1	34	4	3,84

position	-	-		24.0% 68.0% 8.0%		
Ability to find out the list of duties, responsibilities, reporting relationships, working conditions, responsibility	-	4	21	23	2	3,46
	-			8.0% 42.0% 46.0% 4.0%		
The expected accuracy of the employee in performing duty	-	9	15	25	1	3,36
	-			18.0% 30.0% 50.0% 2.0%		
Average						3,816

Table 4. Work effectiveness variable

Question Item	STS	TS	KS	S	SS	Mean
Employees are able to complete work well and correctly	-	-	2	31	17	4,30
	-	-			4.0% 62.0% 34.0%	
Employees carry out work in accordance with the procedures implemented by the organization	-	3	10	25	12	3,92
	-				.0%20.0% 50.0% 24.0%	
Employees complete work on time	-	1	8	27	14	4,08
	-				0% 16.0% 54.0% 28.0%	
Employees do not delay the work assigned to do	-	1	4	31	14	4,16
	-				2.0% 8.0% 62.0% 28.0%	
Employees are satisfied with the field of work they do	-	-	-	25	25	4,50
	-	-	-		50.0% 50.0%	
Average						4,192

Tabel. 5 Validity Test

variable	question	Coefficien t coleration	Critical values=5% (50)	mark
Job analysis (X₁)	X _{1.1}	0, 638	0.273	Valid
	X _{1.2}	0, 425	0.274	Valid
	X _{1.3}	0, 524	0.275	Valid
	X _{1.4}	0, 690	0.277	Valid
	X _{1.5}	0, 636	0.279	Valid
Career developmen t (X₂)	X _{2.1}	0, 593	0.270	Valid
	X _{2.2}	0, 677	0.274	Valid
	X _{2.3}	0, 524	0.272	Valid
	X _{2.4}	0, 629	0.275	Valid
	X _{2.5}	0, 560	0.277	Valid
Work effectivity (Y)	Y.1	0, 638	0.274	Valid
	Y.2	0, 624	0.275	Valid
	Y.3	0, 562	0.278	Valid
	Y.4	0, 541	0.278	Valid
	Y.5	0, 472	0.275	Valid

The effects above imply that the questionnaire objects in this study are legitimate. this is indicated with the aid of the calculated r price for every item being extra than r table (0.273), meaning that all question objects can be used as research devices.

Table. 6 Realiability

No	Variables	Item Variables	Nilai Alpha	Reliability
1	Job analysis	5	0, 673	Reliable
2	Career development	5	0, 653	Reliable
3	Work effectivity	5	0, 692	Reliable

Based on table 6 above, it can be visible that the alphaevery variable, particularly the activity evaluation variable (X₁) received an alpha value of 0.673, the career development variable (X₂) obtained an alpha cost of 0.653, and the work effectiveness variable (Y) acquired an alpha of 0.692. as a consequence, the reliability dimension of the studies variables indicates that the reliability size meets the reliability necessities or in other words that this questionnaire is reliable as a studies device.

Table 7. Each independent variable's impact on the dependent variable

Variable	B	Standar Error	Beta	t hitung	t tabel	Sign
(Constant)	3.782	1.690		2.238	1,677	.030
Job analysis	.566	.100	.589	5.637	1,677	.000
Career development	.231	.080	.303	2.894	1,677	.006

Koefisien Korelasi (R) = 0,790 Koefisien Determinasi (R²) = 0,624 Adjusted R Squares = 0,608
 F hitung = 38,824
 F tabel = 3,18
 Sign F = 0,000

Based on the over examination comes about, it can be concluded that among the two factors examined, the position examination variable (X1) has the foremost prevailing impact of 56.6% on work effectiveness at the area Prosecutor's office Pidie.

The relationship between subordinate factors and free factors, particularly each variable: job analysis (X1), job development (X2) on work effectiveness at the Pidie prosecutor's office with a relationship of 79.0%. This implies the relationship is exceptionally solid.

Job analysis (X1) and career growth (X2) each have a selection file of 62.4%, indicating a strong impact on Pidie's performance in the prosecutor's office from both variables, and another 37.6% were influenced by other variables. Which in this investigation was not under control.

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