

## ABSTRACT

Rofi'ul Umam. 2014, Thesis. Title: **"The Effect on Employee Performance Employee Placement At PT. Istana Cipta Sembada Banyuwangi"**

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Placement of employees in accordance with the knowledge, skills and attitude of an employee will be able to improve the performance of the employee. Achievement of this maximum performance of an underlying compatibility between what is on the employee to work. PT. Istana Cipta Sembada Banyuwangi is an export and import company which has a very high customer, of course, with such companies require employees who are professional enough so that performance can be achieved to meet company objectives. This study aims to analyze the influence of staffing and simultaneously and partially dominant variables on the performance of employees at PT. Istana Cipta Sembada Banyuwangi. This research was carried out with field survey.

This research is a quantitative explanatory with sample collection technique using convenience sampling, ie where researchers have the freedom to choose whomever they encounter to be used as a sample and those who happened to be found that is suitable as a source of data. In this study, the independent variables consisted of conformity of knowledge, skills Conformity, and Compliance attitude. While the dependent variable is the performance of employees. Testing instrument using validity and reliability of classical assumption test. While the method of data analysis using multiple linear regression with F test and t test.

The results showed that simultaneous or jointly variable conformity of knowledge, skills Conformity, and Compliance attitude significantly influential on employee performance. obtained calculated F value is 157.565. This value is greater than the F table ( $157.565 > 2.720$ ) and sig. F (0,000) is smaller than  $\alpha$  (0.05). Partially, variable Compliance has Knowledge t value is  $9.454 > t_{\text{tabel}} 1.989$  with a significance of  $0.000 < 0.05$ . Suitability Skills have t value is  $1.056 < t_{\text{tabel}} 1.989$  with a significance of  $0.294 > 0.05$ . Suitability attitude has t value is  $5.782 > t_{\text{tabel}} 1.989$  with a significance of  $0.000 < 0.05$ . The results of this study stated that the dominant variable is the variable Knowledge Conformance with a beta coefficient is 0.710.