

Effect of Work Placement and Work Motivation on Achievement at Oti Fried Chicken

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Abstract

Job placement is a decision to place someone to be placed in a specified position. Motivation is the result of a number of processes that are internal or external to an individual that causes an enthusiastic attitude in carrying out an activity. This study aims to examine the effect of work placement and work motivation on job performance at Oti Fried Chicken. The method used in this study is a quantitative method with multiple linear regression analysis techniques. The population of this study was 30 people and the number of respondents was 30 people, using the saturated sampling method. The results of the study show that work placement and work motivation have an effect on work performance.

Keywords

work placement; work motivation; job achievement.



I. Introduction

Human resources are a very important part in a company. Because good and right human resources will have an impact on satisfying achievements for the company itself. According to Pramono et al., (2020) Human Resources (HR) is one element that is quite important in a business organization. Employees can become potential if managed properly and correctly, but will become a burden if mismanaged. HR management has become a responsibility that should have been carried out by every company or organization because the success of a company or organization is very dependent on the human resources it has (Suartana, 2014). One of the problems that often occurs in HR processing is work performance, it takes good management from the organization to sort and select the appropriate human resource criteria for the company. The classification process in this work placement is the most important part of the compatibility between workers and the company's vision and mission in order to shape work performance.

Work performance is a work achieved by a person in carrying out the tasks assigned to him on the basis of skills, experience, sincerity and time. (Lukiyana & Sriyanto, 2017). Now, job placement management is very important for the success of work performance and the company as a whole. Appropriate job placement management is a method in optimizing the intelligence, skills, and attitudes of workers that lead to maximum performance results. The emphasis on this method is very important, because the placement of work in a position or container that is fit and proper for workers/employees is the main thing. In this context, the benefits obtained are not only obtained by the company, but also the workers. Even workers get not only material benefits, but also satisfying achievements for themselves.

The results achieved by a company are nothing but related to the achievements of every worker/employee in the company. Of course this condition is influenced by the active ability (human resources) and various other factors related to the performance of the

employees in it. The company must provide a policy in the right work placement to support the work performance of company employees. It's not enough to stop there, for the sake of comprehensive management, providing compensation to workers/employees is also good for long-term relations between companies and workers. In other words, remuneration or compensation is an important factor that influences how and why people work for one company and not for another.(Riana et al., 2017). Based on the explanation, work performance is influenced by two variables, namely work placement and work motivation in this study

According to Sumanti et al., (2018)"Placement is a process of assigning tasks and jobs to employees who pass the selection to be carried out continuously and the inherent authority and responsibility of the portion and composition determined and able to account for all risks that may occur on the duties and work, the authority and responsibility". The right work placement will have an impact on existing relationships within the company. The relationship that occurs between the company and workers can be said to be successful, if it creates satisfactory production results for consumers. The good relationship in question is a harmonious relationship that has the same strategy, principles, and goals in order to achieve profit. This means that in this context, the relationship that exists between the company and employees can have a major impact on the performance of workers/employees. Of course this condition is fundamental to the success of a company. Improper recruitment and placement of employees will result in employee performance not being achieved optimally(NI Saputra, 2017). Therefore, effective management of work placement and motivation is needed, providing this motivation is also very necessary because it will lead to the achievement of work performance in the company. So that in the end the company's goals can be achieved.

The motivation given to employees should be maintained by the company, in terms of giving rewards, attention, competition, participation, pride and punishment that is treated fairly to every employee. So that there is no social jealousy between employees and can improve employee performance (Suwati, 2013). Having high work motivation can be seen from the pleasure of employees at work. So that they can channel their skills in their work. Work motivation is the will to work that arises because of the encouragement from within the employee as a result of the overall integration of personal needs, the influence of the physical and social environment where its strength depends on the integration process. Thus, the suitability of work placement and motivation is one of the determining factors in the success of the company. So that if it is ignored, it can be detrimental to the company itself because it can result in low employee morale and so on.

The logical consequence of optimal work placement management is the suitability of work placements with the human resources of workers. Job placement management is a process of assigning tasks to workers (workers) who pass the recruitment selection in order to carry out tasks on an ongoing basis through the functions and authorities that have been determined by the company. An organization will not be able to run well without supporting and competent human resources in their field. A company needs human resources, namely employees who are competent and appropriate in their field (Setiawati et al., 2016). The work placement or division of labor for each recruited worker is very interesting, because there are many aspects that must be considered. Determination of the type or quality of workers (human resources) to be recruited and the number of workers recruited must be considered properly and with appropriate procedures. Therefore, the final result shows that employees are assets for the company in carrying out its goals in order to achieve what it aspires to, for that the role of employees is an important human resource.(Devira, 2018). The results of research conducted by Riyanto et al., (2017). work

placement has no effect on work performance. Work Placement has a positive and insignificant effect on Work Performance (A et al., 2019). There is a significant influence between motivation on work performance (Erita et al., 2021). Based on the results of descriptive analysis of research data that has been carried out, it states that the work motivation variable has no effect on employee performance (Zulkarnaen et al., 2018). According to A. Saputra, (2018) The results of the study indicate that there have been fluctuations in the performance of Riau Regional Police personnel, resulting in at one time the personnel cannot work well, and even tend not to excel. According to Abid, (2021) has a result where Work Placement has a positive and significant effect on employee performance. From the results of the research above, it shows inconsistent results, it is necessary to do further research.

Based on the observations seen, the problems that are happening at OTI Fried Chicken are related to inappropriate work placements that affect employee performance, where work placements are sometimes not in accordance with the field or skill of the employee. So I chose a research topic entitled The Effect of Work Placement and Work Motivation on Work Performance at OTI Fried Chicken.

Based on the description of the background above, the formulation of the problem in this study is as follows: 1) Is there an effect of work placement on work performance for OTI Fried Chicken fast food restaurant employees? 2) Is there any influence of work motivation on work performance?

The aims of this study are as follows: 1) To examine the effect of job placement on work performance of OTI Fried Chicken fast food restaurant employees, 2) To examine the effect of work motivation on work performance of OTI Fried Chicken fast food restaurant employees.

The benefits of this research are theoretical and practical benefits. Theoretical benefits, theoretically this research is expected to provide additional literature and references for students who research further, especially related to work performance. While the practical benefits of this research are expected to be an input and also a contribution of thought which of course is very useful for OTI Fried Chicken employees.

II. Review of Literature

2.1 Work Performance

Work performance is the result of an employee's ability in a job (Yolanda et al., 2015). Work performance is one indicator of the success of an agency/institution in achieving its goals (Sarah & Patchouli, 2020). According to Hidayat Y, (2017) achievement is the result of an employee's work within the scope of his responsibility. Employee performance is a system used to assess and find out whether employees have understood and carried out their respective jobs as a whole (work ability, work discipline, work relations, leadership), and special matters according to the field and level of work they hold. (Dian Kartika Sari, 2016). According to Trianingrat & Supartha, (2020) states that performance or work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given. The work performance is the result of accumulation of absenteeism and employee work progress (Suprajang, 2017). According to Palupi & Suprajang, (2015) The work performance is the result of the accumulation of absenteeism and employee work progress. Work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Deni Kurniadi, 2018).

2.2 Job Placement

Job placement is a decision to place someone to be placed in a specified position, in accordance with a job analysis that has been considered by a company or organization (Uhing et al., 2014). According to Arifudin & Damayanti, (2020) Employee placement is a follow-up to the selection to find the regeneration of certain positions, the process of placing prospective employees who are accepted (passing the selection) in positions or jobs that require and at the same time delegating regeneration to that person. Work placement is a process of activities carried out to determine a person in a position that is in accordance with the required formation, (Nuryadin et al., 2020). According to Cahyono et al., (2019) state that work placement is a moderating variable between communication on employee performance, meaning that a work placement that is in accordance with the employee's work abilities will greatly support the effectiveness of communication built with the principles of trust, honesty and openness, this will certainly moderate communication as information in increasing the effectiveness of performance. Work placement is to place employees as elements of work implementation in positions that are in accordance with their abilities, skills and expertise. (Riyanto et al., 2017).

The dimensions of the job placement are: 1. Ability, with indicators namely technical and conceptual coordination skills. 2. Proficiency, with indicators: proficient and harmonize. 3. Expertise, with indicators: expertise possessed and suitability of expertise (Riyanto et al., 2017).

2.3 Work Motivation

Motivation is the impetus for a series of human behavior in achieving goals. While Leadership is an important part of organizational management, (Sitompul, 2020). According to Fauziah et al., (2020) Work motivation is the basic drive that moves someone or the desire to devote all energy because of a goal. Work motivation is a variable that affects employee job satisfaction (Kencana & Santosa, 2020). sue Aprilia, (2019) stated that work motivation is an important element in an organization/institution, because with work motivation it can create morale so that it can improve employee performance. Work motivation is the driving force that gives rise and directs behavior to an act or work in a real effort to achieve the goals to be achieved (Natalia et al., 2016). According to Afrizal, (2016) Motivation is a personal condition that encourages the individual's desire to carry out certain desires in order to achieve goals. Work motivation can be interpreted as a work spirit that exists in employees who make them able to work well in order to achieve predetermined goals. (Rahmawati 2015).

This work motivation variable is operationally measured using 4 (four) dimensions, namely: 1) Achievement needs, 2) Recognition, 3) Employee opportunities to develop, 4) Responsibility, (Afrizal, 2016)

This work motivation variable is operationally measured using 4 (four) dimensions and their indicators, namely: 1) Achievement needs: work provides achievement, work that has value; 2) Recognition: giving praise for the work, appreciation for the work; 3) Opportunities for employees to develop: clear career paths, rotation and promotion opportunities, training and training opportunities; and 4) Responsibilities: jobs that provide broad and full responsibilities from the company or superiors and decision-making authority (Afrizal, 2016).

2.4 Hypothesis Development

a. Work Placement Affects Employee Performance

According to the results of research conducted by previous researchers that there is an effect of work placement on employee performance (Ermiami et al., 2019). According to the results of the study, it can be concluded that work placement has no effect on work performance (Riyanto et al., 2017). Based on the results of these studies, it can be concluded that the placement of employees affects the effectiveness of employees' work (Arifudin & Damayanti, 2020). Work Placement has a positive and significant effect on employee performance (Murtiyoko, 2021). Based on the arguments above, the hypothesis is formulated as follows:

H1: Work placement affects the performance of workers in OTI Fried Chicken

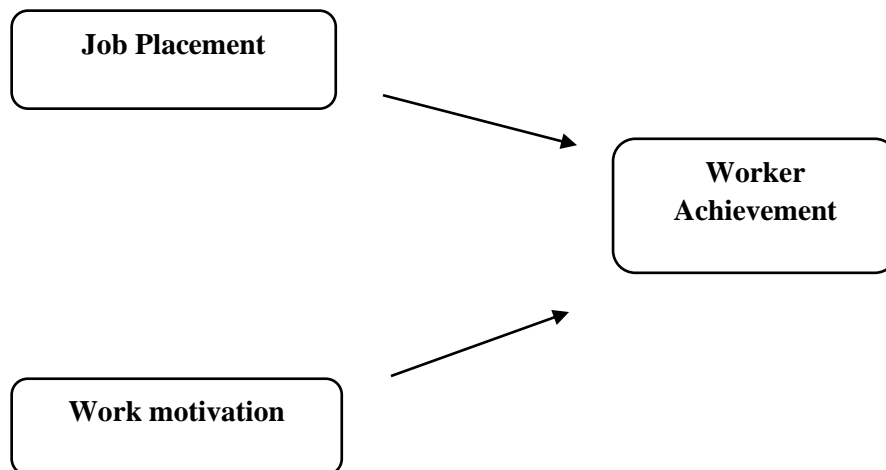
b. Work Motivation Affects Employee Performance

Based on the results of descriptive analysis of research data that has been carried out, it states that the work motivation variable has no effect on employee performance (Zulkarnaen et al., 2018). The results of the study show that work motivation has a significant effect on employee performance (Nazrin Zulkafli, 2020). The effect of work motivation has been shown to have a strong and significant correlation to work performance (Zulkarnaen et al., 2018). Based on the results of the research that has been done, get a conclusion with the result that there is a significant influence between each variable (Sari et al., 2020). Based on the arguments above, the following hypothesis is formulated:

H2: Work motivation has an effect on employee performance in OTI Fried Chicken

Notes

c. Independent Variables and Bound Variables



III. Research Method

3.1 Types of Research

Quantitative research is researching whose analysis generally uses statistical analysis (Valendra et al., 2020). This research is explanatory research that will examine the causal relationship between variable X (independent), namely work placement and work motivation. While the variable Y (dependent) is work performance.

IV. Results and Discussion

4.1 Characteristics of Respondents

The respondents of this study were OTI Fried Chicken employees with a total of 30 people. Table 2 explains the distribution of respondents based on age, gender and education of respondents.

Table 2. Profile of Respondents

Category	alternative answer	number of people)	percentage
Gender	Man	19	63.3%
	Woman	11	36.7%
Age	<20	3	10.0%
	21-29	19	63.3%
	30-39	7	23.3%
	40-49	1	3.3%
	50-59	0	0.0%
Last education	JUNIOR HIGH SCHOOL	2	6.7%
	SENIOR HIGH SCHOOL	28	93.3%
	Diploma	0	0.0%
	Bachelor	0	0.0%
	Other	0	0.0%

Source: Processed Data, 2020

Based on the data from the respondent profile in Table 2 above, it can be seen that the number of respondents based on male sex was 19 people (63.3%) while for female respondents there were 11 people (36.7%) with ages between <20 years as many as 3 people (10.0%), age between 21-29 years as many as 19 people (63.3%), age between 30-39 years people (23.3%), aged between 40-49 years as many as 1 person (3.3%), of the total respondents owned, with the last education level of SMP as many as 2 people (6.7%) and SMA/SMK as many as 28 people (93.3%).

4.2 Validity and Reliability Test

The use of validity test analysis using the Pearson correlation analysis method is carried out by comparing the calculated r value and r table for df (degree of freedom) = n-2 with a value of = 0.05. Some of the statement points held in the questionnaire will be declared valid if the calculated r value > the r table value. However, if the result of r arithmetic < r table, the statement points in the questionnaire are declared invalid. The test results in Table 3 below show that all statements in this research questionnaire are valid because all of them are more than the standard provisions of the validity test, namely 0.278. So it can be stated that all the question items in the questionnaire in this study are valid.

Table 3. Validity Test Results Indicator variables

No	Variable	Indicator	r Count	r table (N=30)	Information
		PK1	0.607		<i>Valid</i>
		PK2	0.754		<i>Valid</i>
		PK3	0.828		<i>Valid</i>
1.	Job Placement	PK4	0.396		<i>Valid</i>
		PK5	0.688	0.3494	<i>Valid</i>
		PK6	0.622		<i>Valid</i>
2.	Work motivation	MK1	0.753		<i>Valid</i>
		MK2	0.790		<i>Valid</i>
		MK3	0.594		<i>Valid</i>
		MK4	0.753		<i>Valid</i>
		MK5	0.472		<i>Valid</i>
		MK6	0.600	0.3494	<i>Valid</i>
		MK7	0.808		<i>Valid</i>
		MK8	0.807		<i>Valid</i>
		MK9	0.819		<i>Valid</i>
		MK10	0.754		<i>Valid</i>
		MK11	0.703		<i>Valid</i>
		MK12	0.426		<i>Valid</i>
3.	Work performance	PK1	0.606		<i>Valid</i>
		PK2	0.755		<i>Valid</i>
		PK3	0.647		<i>Valid</i>
		PK4	0.649		<i>Valid</i>
		PK5	0.570		<i>Valid</i>
		PK6	0.704	0.3494	<i>Valid</i>
		PK7	0.742		<i>Valid</i>
		PK8	0.801		<i>Valid</i>
		PK9	0.783		<i>Valid</i>
		PK10	0.715		<i>Valid</i>

Source: Processed Data, 2021

It is said to be reliable if the Cronbach Alpha value obtained is greater than 0.60. However, if the value obtained is below or less than 0.60 then the reliability obtained is not acceptable or not good. The test results in Table 4 below show that this test is reliable because it exceeds the reliability test standard of 0.60. So it can be concluded that all the questions or questionnaires distributed are reliable or consistent.

Table 4. Variable Reliability Test Results

No.	Variable	Chronbach's Alpha	N of Items	Information
1.	Job placement	0.696	6	Reliable
2.	Work motivation	0.897	12	Reliable
3.	Work performance	0.884	10	Reliable

Sourc source: Processed Data, 2021

4.3 Classic Assumption Test

The Kolmogriv-Smirnov test is used to test for normality whose results will be declared normally distributed if the sig. > alpha = 0.05. The results of the processed data showed a normal value with a significant value of 0.200 > 0.05. The results of the processed data can be seen in table 5 below as follows:

Table 5. Kolmogrov-Smirnov. Test Results
One-Sample Kolmogorov-Smirnov Test

			Unstandardiz ed Residual
N			30
Normal Parameters, b	mean		.0000000
	Std. Deviation		3.13668627
Most Differences	Extreme	Absolute	.118
		Positive	.114
		negative	-.118
Test Statistics			.118
asymp. Sig. (2-tailed)			.200c,d

Source: Processed Data, 2021

Heteroscedasticity test can be done by correlating all independent variables to the absolute value of the residual using the Rank-Sperman correlation method. If the results of the significant value ≥ 0.05 , then the research model that is owned can be ascertained to have no symptoms of heteroscedasticity. From the value of Sig. (2-tailed) which is owned by the Work Placement variable (X1) with a value of 0.324 > 0.05 as well as the Work Motivation variable (X2) with a value of Sig. (2-tailed) 0.982 > 0.05. So it can be concluded that the research model is not heteroscedasticity. The results of the output data processing can be seen in table 6 which is as follows:

Table 6. Heteroscedasticity Test Results
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.372	3,699		1.182	.24
	Work Placement (X1)	-.198	.197	-.262	-1.005	.32
	Work Motivation (X2)	-.002	.095	-.007	-.023	.98
	TOTALLY	.065	.132	.151	.495	.62

Source: Processed Data, 2021

The multicollinearity test can be performed using the TOL (Tolerance) and Variance Inflation Factor (VIF) methods. If the VIF value is 10.00 or the TOL value is 0.10, it can be concluded that there is no multicollinearity symptom in the regression model.

Table 7. Multicollinearity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	4.874	5.319		.916	.368	-6.040	15,787					
	Job Placement	.646	.259	.369	2.496	.019	.115	1.177	.659	.433	.302	.669	1,494
	Work motivation	.396	.116	.504	3.407	.002	.158	.635	.716	.548	.412	.669	1,494

Source: Processed Data, 2021

4.4 Descriptive Analysis

Table 8. Level of Variable Category

Range	Information
4.20 – 5.00	Very high
3.40 – 4.19	Tall
2.60 – 3.39	Currently
1.80 – 2.59	Low
1.00 – 1.79	Very low

Table 9. Work Placement Variables

No	statement	mean	Category
1	placed in the appropriate section of ability	3.90	Tall
2	positions that match conceptual abilities	3.60	Tall
3	Proficiency in carrying out work	3.80	Tall
4	Synchronizing running jobs	3.63	Tall
5	expertise in getting the job done	3.90	Tall
6	Fit in job placement helps get the job done	4.01	Tall
Average Job Placement Variable		3.82	Tall

Source: Processed Data, 2021

Based on the results of the data obtained in Table 11. Shows the highest average value of each indicator that is equal to 4.1 in the statement "Conformity in work placement helps complete work. Meanwhile, the lowest average value of each indicator is 3.63 in the statement "position that is in accordance with conceptual ability. With the total average value of the entire statement is 3.82 so it can be concluded that the work placement belongs to the high category

Table 10. Variables of Work Motivation

No	statement	mean	ategory
1	Work gives achievement	3.96	Tall
2	Work that has value	4.16	Tall
3	The work done has its own value	3.73	Tall
4	Give praise for work	4.00	Tall
5	Clear career path	3.70	Tall
6	Add work experience	4.01	Tall
7	Promotion	3.96	Tall
8	Training opportunities	3.96	Tall
9	Training	4.06	Tall
10		3.96	Tall
11	Get full responsibility from superiors	3.76	Tall
12	Get full responsibility from superiors	3.83	Tall
Average of Work Motivation Variables		3.93	Tall

Source: Processed Data, 2021

Based on the results of the data obtained in Table 12. It shows the highest average value of each indicator, which is 4.16 in the statement "Work that has value". Meanwhile, the lowest average value of each indicator is 3.73 in the statement "The work done has value". With a total average value of the entire statement is equal to 3.93 so it can be concluded that work motivation belongs to the high category.

Table 11. Work Performance Variables

No	Statement	mean	Category
1	Accuracy in work	3.66	Tall
2	Accuracy in work	3.86	Tall
3	Skills on the job	3.86	Tall
4	Complete routine tasks	3.93	Tall
5	Complete tasks on time	3.60	Tall
6	Participate in the organization	3.66	Tall
7	Work together in a team	4.13	Tall
8	Responsible for tasks	4.03	Tall
9	Enthusiastic at work	3.93	Tall
10	A good decision	3.73	Tall
Average Work Performance Variables		3.38	Tall

Source: Processed Data, 2021

Based on the results of the data obtained in Table 13. It shows the highest average value of each indicator, which is 4.13 in the statement "Working together in a team". Meanwhile, the lowest average value for each indicator is 3.6 in the statement "Completing tasks on time". With the total average value of the entire statement is 3.83 so it can be concluded that work performance belongs to the High category

Table 12. Hypothesis Test Results**ANOVAa**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	436,041	2	218,021	20,631	.000b
	Residual	285,325	27	10,568		

Based on the SPSS table above, it is known that the calculated F value is 20,631. Because the calculated F value is $20,631 > F$ table 3.34, as the basis for decision making in the F test, it can be concluded that the hypothesis is accepted or in other words, Work Placement (X1) and Work Motivation (X2) have a multiple effect on Work Performance (Y).

Table. 13 Hypothesis Test Results**Coefficientsa**

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	4.874	5.319		.916	.368
	X1_Job Placement	.646	.259	.369	2.496	.019
	X2_Work Motivation	.396	.116	.504	3.407	.002

Source: Processed Data, 2021

The results of partial hypothesis testing found T table is 2,052 T table is obtained by using the formula T table

While the T count can be seen in table 13.

- The calculated T value of the work placement variable (X1) is $2.496 > T$ table 2.052, then H_0 is accepted. This means that there is an influence on work placement on work performance for Oti Fried Chicken employees.
The significant value of the work placement variable is $0.019 < 0.05$ probability. Because the value of sig. $0.019 < 0.05$ probability then it can be concluded that H_1 or the first hypothesis is rejected. This means that there is no significant effect of work placement on the work performance of employees at Oti Fried Chicken.
- The calculated T value for the work motivation variable (X2) is $3.407 > T$ table 2.052, so H_0 is accepted. This means that there is an effect of work motivation on work performance at Oti Fried Chicken.
For the significance value of the work motivation variable is $0.002 < 0.05$ probability. Because the value of sig. $0.002 < 0.05$ probability, it can be concluded that work motivation has a significant effect on work performance for employees at Oti Fried Chicken

4.5 Discussion

a. The Effect of Work Placement on Work Performance

The results of hypothesis testing (H_1) have proven that there is an influence between the independent variables on the dependent variable. So the results of this study indicate that work placement affects the work performance of employees at Oti Fried Chicken. The results achieved by a company are nothing but related to the achievements achieved by every worker/employee in the company. Of course this condition is influenced by the active ability (human resources) and various other factors related to employee performance in it. If viewed based on the lowest average value through all statements on the work placement variable studied, it refers to the statement "position in accordance with conceptual ability" which is 3.60. However, when viewed from the highest average value, it refers to the statement "Working together in a team" which is 4.01. This means that it is necessary to increase the placement of employees in this case, namely a form of praise for the work they have done so that they get encouragement and support from their workplace, so that what they do or do they can do very well and there is still a lack of selection. to employees in the workplace. In this work placement research, what needs to be considered is where a person's work placement is more useful in carrying out what has been given and to improve abilities as the basis for smooth tasks. Based on the hypothesis test that has been carried out, it is known that the calculated T value is $2.496 > T$ table 2.052, so H_0 is accepted. it can be concluded that the hypothesis is accepted or in other words, Work Placement (X1) has an effect on Work Performance (Y) at Oti Fried Chicken. For the significant value of the job placement variable is it can be concluded that the hypothesis is accepted or in other words, Work Placement (X1) has an effect on Work Performance (Y) at Oti Fried Chicken. For the significant value of the job placement variable is it can be concluded that the hypothesis is accepted or in other words, Work Placement (X1) has an effect on Work Performance (Y) at Oti Fried Chicken. For the significant value of the job placement variable is $0.019 < 0.05$ probability, it can be concluded that there is a significant effect of job placement on employee performance at Oti Fried Chicken. The results of this study can support research conducted by Abid, (2021) Work Placement has a positive and significant effect on employee performance

b. The Influence of Work Motivation on Work Performance

The results of hypothesis testing (H_2) have proven that there is an influence between the independent variables on the dependent variable. So the results of this study indicate

that work motivation affects the work performance of employees at Oti Fried Chicken. The motivation given to employees should be maintained by the company, in terms of giving rewards, attention, competition, participation, pride and punishment that is treated fairly to every employee. So that there is no social jealousy between employees and can improve employee performance (Suwati, 2013). Having high work motivation can be seen from the pleasure of employees at work. So that they can channel their skills in their work. This shows that the motivation applied by the leadership needs to be maintained or increased for employees at Oti Fried Chicken. When viewed from the highest average value of the work motivation variable from each indicator, it is 4.16 in the statement "work that has value". Meanwhile, the lowest average value for each indicator is 3.70 in the statement "Clear Career Path" with a total average value of 3.93 for all statements. For the calculated T value of the work motivation variable (X2) of $3.407 > T$ table 2.052 then H_0 is accepted. This means that there is an effect of work motivation on work performance at Oti Fried Chicken. For the significance value of the work motivation variable is $0.002 < \text{probability } 0.05$. Because the value of sig. $0.002 < \text{probability } 0.05$, it can be concluded that work motivation has a significant effect on work performance for employees at Oti Fried Chicken. The results of this study can support research conducted by Wijayanti et al., (2018) Work motivation has a positive and significant effect on work performance.

V. Conclusion

This study was conducted to determine the effect of work placement and work motivation on job performance at Oti Fried Chicken. Based on the results of the data processing that has been tested, the following conclusions can be drawn:

1. Work placement affects the work performance of employees at Oti Fried Chicken. This can be seen from the value of sig. $0.019 < \text{probability } 0.05$ so there is an effect. Job placement significantly affects the work performance of employees at Oti Fried Chicken.
2. Work motivation affects the work performance of employees at Oti Fried Chicken. This can be seen from the value of sig. $0.002 < \text{probability } 0.05$, it can be concluded that work motivation has a significant effect on work performance for employees at Oti Fried Chicken.

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