

The Effect of Knowledge Sharing and Work Placement on Employee Performance in PT PLN (Persero) Unit Induk Distribusi Bali

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Abstract. This study aims to analyze and determine knowledge sharing and work placement on employee performance in PT PLN (Persero) Unit Induk Distribusi Bali. The population in this research were 159 employees PT PLN (Persero) Unit Induk Distribusi Bali with a sample of 61 employees as respondents used accidental sampling method. Data analysis technique used multiple linear regression analysis. The result of the research shown that knowledge sharing and work placement simultaneously have a significant effect on employees performance in PT PLN (Persero) Unit Induk Distribusi Bali. Partially, knowledge sharing and work placement have a positive and significant effect on employees performance in PT PLN (Persero) Unit Induk Distribusi Bali.

1 Introduction

Economic growth in Indonesia, which is supported by the development of the business world, has created intense competition in it. According to Saraswati (2018) the success of a company in its operations cannot be separated from the human resources it has.

According to Siswanto (2015: 11) performance comes from the word job performance which means the work performance achieved by someone in carrying out the tasks and jobs assigned to them. One of the determining indicators in the success of employee performance is work discipline behavior which can be seen through data on the lateness of a company's employees. At PT PLN (Persero) Unit Induk Distribusi Bali, the level of employee lateness that occurs is quite high. The high level of lateness is one indicator of a lack of employee work discipline. This can indicate that the employee's performance in the organization is low.

The factor that affects performance is knowledge sharing (Widyani, 2018). According to Widyani (2018) the benefits of knowledge sharing are the creation of new knowledge that can produce innovation, improve the skills of each member and reduce the risk of repeated mistakes. This is in accordance with research conducted by Widyani, et al., (2017) which states that knowledge sharing has a positive and significant effect on

employee performance. However, Rusdianti (2013) in his research found a significant and negative influence between knowledge sharing on employee performance. Supporting data is seen from the employee tenure data which illustrates that the knowledge and experience possessed by employees with a service period of 0-10 years is not as much as employees with a work period of 11-31 years.

The next factor that affects performance is employee work placement (Yunita et al., 2016). According to Hasibuan (2013: 64), placement must be based on predetermined job descriptions and job specifications and be guided by the principle of "placing the right people in the right place and placing the right people in the right positions" or "the right man in the right place and the right man behind the right job". This is supported by the results of research by Yunita et al., (2016) which states that work placement has an effect on employee performance. However, Cahyati (2018) states that work placement has a negative and insignificant effect on employee performance. Supporting data is seen from the data on employee work placements that do not match with the latest education that has been taken.

The objectives of this study are (1) to determine the effect of knowledge sharing on employee performance in PT PLN (Persero) Unit Induk Distribusi Bali, (2) to determine the effect of work placement on employee performance in PT PLN (Persero) Unit Induk Distribusi Bali, and (3) determine the effect of knowledge sharing and work placement simultaneously influence the performance of employees in PT PLN (Persero) Unit Induk Distribusi Bali.

2 Literature Review

2.1 Knowledge sharing

According to Lumbantobing (2011:24) knowledge sharing is a systematic process in sending, distributing, and disseminating knowledge and multidimensional contexts from a person or organization to other people or organizations in need through various methods and media. According to Listiani, et al (2019), knowledge sharing consists of two indicators, namely (1) knowledge donating, namely behavior in communicating or sharing knowledge about one's intellectual capital to others. (2) knowledge collecting, namely the behavior of individuals in receiving information and knowledge about intellectual capital owned by others.

2.2 Work Placement

According to Yulasmı (2016) placement is an effort to channel employees' abilities as best as possible by giving or placing employees in positions that are most suitable to obtain optimal work performance. According to Yulasmı (2016) there are four indicators in work placement, namely (1) Education that has been taken by an employee while undergoing education which then becomes the company's consideration in employee placement. (2) Skills, are abilities or expertise possessed by an employee in carrying out a work. (3) Interest, is the desire of an employee to occupy or perform a job in a certain field. (4) Experience and understanding of an employee in carrying out a job within the span of the working period that has been taken.

2.3 Employee performance

According to Edison (2016: 190) performance is the result of a process that refers and is measured over a certain period of time based on predetermined terms or agreements. According to Kasmir (2016: 208-210) there are six indicators used to measure employee performance, namely (1) Quality, is a level where the process or result of completing an activity approaches the point of perfection. (2) Quantity (amount) to measure performance can also be done by looking at the quantity (amount) of work produced by a person. (3) Time (period) is the time limit for completing the work. (4) Cooperation between employees is a collaboration between employees and members of the organization. (5) Emphasis on costs is the cost incurred for each company activity that has been budgeted before the activity is carried out. (6) Supervision is the process of observing the implementation of all organizational activities. Based on the literature review that has been stated, the following hypotheses can be formulated: (1) knowledge sharing has an effect on employee performance, (2) work placement affects employee performance, (3) knowledge sharing and work placement have a simultaneous effect on employee performance.

3 Method

The location of this research was carried out in PT PLN (Persero) Unit Induk Distribusi Bali which is located at Jl. Letda Tantular No. 1 Denpasar. The object of research is knowledge sharing, work placement, and employee performance. The independent variables in this study are knowledge sharing (X1) and work placement (X2). While the dependent variable in this study is employee performance (Y). The sample in this study amounted to 61 employees, who were determined using the Yaname and Slovin formulas. The method of taking respondents from the sample in this study using accidental sampling. The data collection method in this study used a questionnaire distributed to respondents who had met the criteria. The data analysis technique used multiple linear regression analysis with the help of the SPSS (Statistical Package for Social Science) program Windows version 20.

4 Results and Discussion

Multiple linear regression analysis aims to determine whether the independent variable knowledge sharing (X1) and work placement (X2) has an influence on the dependent variable employee performance (Y) simultaneously or partially.

Table 1. The Results of Multiple Linear Regression Analysis

Model	Unstandardiz Coefficients		Standardiz Coefficien	t	Sig.
	B	Std. Error	Bet		
(Constan	1.547	0.296		5.223	0
KS (X1)	0.305	0.107	0.362	2.847	0.006
PK (X2)	0.393	0.112	0.445	3.496	0.001

Based on table 1, it can be seen that the regression coefficient value of knowledge sharing (X1) amount to 0.305 which has meaning knowledge sharing affect employee performance. This means that any increase in knowledge sharing can improve employee performance. The significance value of the T test (T-test) is amount to 0.006 < 0.05, which means that knowledge sharing (X1) has a positive and significant effect on employee performance (Y) in PT PLN (Persero) Unit Induk Distribusi Bali. The results of this study are supported by research Widyani, et al., (2017); Listiani et al., (2019); and Widyani et al., (2019) which state that knowledge sharing affects employee performance.

The regression coefficient value of work placement (X2) is 0.393 which has meaning work placement affects employee performance. This means that any increase in work placement can improve employee performance. The significance value of the T test (T-test) is amount to 0.001 < 0.05, which means that work placement (X2) has a positive and significant effect on employee performance (Y) in PT PLN (Persero) Unit Induk Distribusi Bali. The results of this study are supported by research Yunita et al., (2016); Mansur (2017); and Muanja et al., (2017).

Table 2. Correlation and Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.752a	0.565	0.55	0.31514

Based on table 2, the value is obtained Adjusted R Square amounting to 0.565, so it can be interpreted that knowledge sharing (X1) and work placement (X2) affect employee performance (Y) 0.55 or 55%, the remaining 45% is influenced by other factors. The results of multiple correlation analysis indicates that the magnitude of R of 0.752 is in between 0.60-0.799, it can be explained that the relationship between knowledge sharing and work placement on employee performance is strong.

Table 3. The Result of F test

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	7,494	2	3,747	37,727	0,000b
	Residual	5.76	58	0.099		
	Total	13,254	60			

Based on table 3, it is obtained the calculated F value of 37.727 and a significance of 0.000 < 0.05, it can be concluded *knowledge sharing* (X1) and work placement (X2) together (simultaneously) have a significant effect on employee performance (Y).

5 Conclusion

1. Knowledge sharing (X1) has a positive and significant effect on employee performance (Y) in PT PLN (Persero) Unit Induk Distribusi Bali. This means that the better employee knowledge sharing, the employee performance will increase.
2. Work placement (X2) has a positive and significant effect on employee performance (Y) in PT PLN (Persero) Unit Induk Distribusi Bali. This means that the better work placement, the employee's performance will increase.
3. Knowledge sharing (X1) and work placement (X2) together (simultaneously) have a significant effect on employee performance (Y) in PT PLN (Persero) Unit Induk

Distribusi Bali. This means that the better knowledge sharing and work placement are, together it will improve employee performance.

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