

ABSTRACT

As a PLN electricity supplier that supplies electricity to residents' homes is PT. PLN (Persero) UP3 Pematangsiantar. Therefore, it requires effective and efficient unit management. To achieve this, human resources are a very important aspect in a company. Failure in human resource management can cause hindering the achievement of company goals, both performance, profit, and company survival. The fact that the performance value has decreased when compared to the previous 2 (two) years. This, of course, needs to be the focus of the institution in analyzing the factors that cause the decline in performance. Based on existing phenomena, it was found that there were possible factors that caused a decrease in performance such as inappropriate job Placement, employee workload problems and employee competence. This is the background of the research that the author researched.

This study aims to analyze the Placement, workload and competency and performance of employees at PT. PLN (Persero) UP3 Pematangsiantar and analyzed the influence of Placement, workload and competence on employee performance at PT. PLN (Persero) UP3 Pematangsiantar.

This research is a quantitative research with a descriptive approach with the research population is all employees at PT. PLN (Persero) UP3 Pematangsiantar as many as 141 people. Descriptive data analysis using Structural Equation Modeling - Partial Least Square (SEM-PLS).

Based on the data obtained from the respondents' answers, there is a positive and significant influence of Placement variables on performance that have a significant effect on performance. There is a negative and significant influence of workload variables on performance. There is a positive and significant influence of competency variables on performance.

This research can be used as a study material and input to develop research related to human resource management on the influence of Placement, workload and competence on employee performance.

Keywords: Placement, Workload, Competencies and Performance