

**THE INFLUENCE OF PERSON ORGANIZATION FIT AND
PERSON JOB FIT ON THE PERFORMANCE OF
EMPLOYEES OF PT. MAHEERA BANDA ACEH****Tuwisna^{*1}, Fani Sartika², Tarmizi Gadeng³, Ikbal Ramzani P⁴, Sulfitra⁵, Almira
Sabrina Husni⁶, Mega Maulina⁷**^{1,2,3,4,5,6,7}University of Muhammadiyah Aceh

Jl. Muhammadiyah No. 91, Bathoh, Banda Aceh

***E-mail:** tuwisna@unmuha.ac.id**ABSTRACT**

This study aims to examine the effect person organization fit and person job fit to performance employee in PT Maheera city of Banda Aceh. Data collection techniques using a questionnaire. The method used is an associative method which aims to determine the magnitude of the influence between variables partially and simultaneously. Determination of the sample using census techniques. The sample used in this study were 45 employees on PT Maheera city of Banda Aceh and is willing to be a respondent. The results of the research show that person organization fit in a manner Partial influential to employee performance at PT. Maheera City of Banda Aceh. person job fit in a manner Partial influential to employee performance on employees at PT. Maheera City of Banda Aceh. Person organization fit and person job fit in a manner simultaneously influential to employee performance at PT. Maheera City of Banda Aceh. Enhancement employee performance is determined by person organization fit and person job fit, the better the person organization fit, and the better the person job fit, the greater the opportunity for PT. Maheera Banda Aceh to improve employee performance.

Keywords: Employee Performance, Person Job Fit, Person Organizational Fit.**INTRODUCTION**

Having a business that is advanced and continues to grow is the dream of all entrepreneurs. However, the continuation of business ventures is one of the interesting issues to be studied at this time considering that not a few of the business ventures have stopped doing business and experienced bankruptcy. Competition tends to make the life expectancy of business companies even decrease. For this reason, facing increasingly changing business dynamics, entrepreneurs need a relevant business strategy with the support of quality human resources. Human resources consisting of employees, managers and supervisors are the main capital in the development of business units. The existence of human resources with various levels of age, expertise, education and ability will make a real contribution to the company's

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

operational activities. They will be intensively involved in the production of goods and services, product sales and marketing, financial management, product and store interior arrangements, and customer service activities. How a business unit will advance and develop will be determined by the role and existence of human resources. PT. Maheera Banda Aceh is one of dozens of beauty clinics in Banda Aceh City that have seized business opportunities amid the increasing need and changes in women's lifestyles to do facial treatments in Banda Aceh City. Facing competition and increasingly sensitive consumer behavior in choosing beauty service clinics, this company continues to be motivated to pay attention to and improve the performance of human resources in accordance with the demands. HR performance is a force for effort to provide satisfactory service to customers and overcome various problems faced by customers, so that customer decisions and loyalty to utilize beauty and skincare companies continue to increase from time to time. Employee performance at PT. Maheera Banda Aceh is a result of work shown by employees in terms of quantity from the number of consumers/patients who have been served and given medical and non-medical measures as well as in terms of quality as identified from the level of loyalty of consumers/patients who come back to use beauty services at this company because of the sense of satisfaction they feel. The results of the initial survey conducted on February 9, 2023 on 10 employees at PT. Maheera Banda Aceh can be known that generally or 75.0% of the number of employees at PT. Maheera Banda Aceh has worked in accordance with the set standards of behavior and workload. Only 25.0% of the number of employees are still working below the expected workload as seen from the lack of initiative and preparedness in serving consumers so that every activity must wait for orders from the leader or doctor who performs medical procedures. Employee performance at PT. Maheera Banda Aceh cannot always be maintained permanently due to the many expectations and changes in work behavior that are increasingly dynamic. Many factors contribute to determining the performance of employees/IT at PT. Maheera Banda Aceh includes person organization fit and person job fit.

Person Organizational Fit or individual fit with an organization is defined as the extent to which a person and an organization have the same characteristics and are suitable in meeting their respective needs. Compatibility between employees/IT and organizations at PT. Maheera Banda Aceh occurs when between an individual and the owner of PT. Maheera Banda Aceh has the same basic characteristics. Person organizational fit at PT. Maheera Banda Aceh can be very diverse, it can be compatible from aspects of company culture, company policies, leadership policies and other organizational systems while person-job fit is more focused on job characteristics. The level of individual suitability for the company is highly dependent on employee perceptions as well as how the company can meet employee needs. The better the needs of employees are met, the more suitable the employee's work life will be and the employee will do better service to achieve the goals of PT. Maheera Banda Aceh. Employees and PT. Maheera Banda Aceh will be interested in each other if there is a

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

compatibility between each other such as a system of clock-in, rest and leave work which is very controlled, but at other times or days employees have a slightly loose work schedule such as on Fridays and Saturdays or there are work shifts that provide opportunities for employees to rest on certain days. Likewise, on the other hand, the company sets the achievement of customer service targets and standards that must be achieved by employees/IT, but the company will provide greater additional incentives if the customer service targets and standards will be achieved as expected. Or employees will receive a substandard salary but many other welfare incentives are received such as employment insurance and travel trips. This condition will be able to increase job satisfaction and then have an impact on improving employee performance. The results of the initial survey conducted on February 9, 2023 on 10 employees at PT. Maheera Banda Aceh can be known that most or as much as 7% of the number of employees of PT. Maheera Banda Aceh said that the tasks delegated by the company to employees were in accordance with the skills and work experience of employees. The remaining 3% of the number of employees of PT. Maheera Banda Aceh said that the tasks delegated by the company to employees are still not in accordance with the skills and work experience of employees. This condition will have an impact on employee satisfaction and performance at work.

The results of the initial survey conducted on February 9, 2023 on 10 employees at PT. Maheera Banda Aceh can be known that most or as much as 5% of the number of employees of PT. Maheera Banda Aceh said that the work procedures set and the supporting facilities provided by this company were in accordance with employee expectations. Even 2% of the number of employees said that the work procedures set and the supporting facilities provided by PT. Maheera Banda Aceh exceeded what employees expected. Only 3% of the number of employees of PT. Maheera Banda Aceh said that the established work procedures and supporting facilities provided by the company were still not in accordance with employee expectations. Meanwhile, person job fit is a situation that describes the compatibility between the abilities of employees at PT. Maheera Banda Aceh with the demands and characteristics of the work that is his responsibility. There is a fit between individual needs and what the job can provide to employees such as clear tasks, tasks that can be completed easily based on their skills and experience, autonomous tasks that can be carried out based on employees' own decisions. These job characteristics will be able to provide satisfaction and pleasure and then have an impact on employee performance. Employee acceptance at PT. Maheera Banda Aceh from various levels of education and through the selection process has made employees at this beauty and skincare service company placed in the Field of Work in accordance with their respective abilities. Employee acceptance makes employees who have knowledge and expertise in the field of finance, for example, will be placed to take care of cash in and cash out. Likewise, medical and non-medical people who have knowledge about beauty and skincare, eating will be employed in the treatment or medical and non-medical sections. Likewise, employees with expertise in

the field of marketing will be employed as customer service personnel. This condition will be able to provide a balanced fit in the employee's work and affect their performance. Based on the previous description, the author is interested in conducting a study with the title "The Influence of Person Organization Fit and Person Job Fit on Employee Performance at PT. Maheera Banda Aceh".

RESEARCH METHODS

Based on the objectives and hypotheses proposed in this study, the data analysis method applied is multiple linear regression analysis. The multiple linear regression equations used in this study are:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Where:

- Y = Employee Performance
- a = Constant
- X₁ = Person Organization Fit
- X₂ = Person Job Fit
- B₁, B₂ = Regression coefficient
- e = Term error

Hypothesis Testing

To determine the influence of independent variables on dependent variables. Therefore, hypothesis testing is carried out using:

Partial Test (t-Test)

The hypothesis tested by the statistical t-test is as follows:

Ha₁ : Person organization fit Influential on employee performance on PT. Maheera Banda Aceh

H₀₁ : Person organization fit Anonymous on employee performance on PT. Maheera Banda Aceh

Ha₂ : Person job fit Influential on employee performance on PT. Maheera Banda Aceh

H₀₂ : Person job fit Anonymous on employee performance on PT. Maheera Banda Aceh

Simultaneous Test (Test F)

The hypothesis tested with the statistical F test is as follows:

Ha₃ : Person organization fit and person job fit jointly influential on employee performance on PT. Maheera Banda Aceh.

H₀₃ : Person organization fit and person job fit collectively have no effect on employee performance on PT. Maheera Banda Aceh.

Coefficient of Determination (R²)

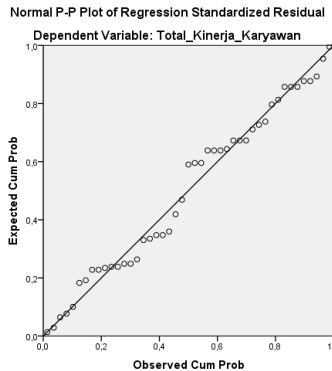
The Coefficient of Determination (R²) is used to measure how much the independent variable contributes to the bound variable. If the Coefficient of Determination (R²) is greater (closer to one) it indicates the better X's ability to describe Y, where $0 < R^2 < 1$. Conversely, if R² gets smaller (close to zero), then it can be said that the influence of the free variable is small on the bound variable. This means that the model used is not strong enough to explain the influence of the independent variable studied on the bound variable. In this study, the R Square used is Adjusted R Square (Adjusted R²) with the number of variables used in this study. The Adjusted R² value can go up or down when an independent variable is added to the model.

RESULTS AND DISCUSSION

Data Testing

The validity test used in this study is by using the Product Moment correlation technique. The data is said to be valid if the results of the calculation test > the table. The reliability test used was Cronbach's alpha analysis technique. the reliability score of the test for Person Organization Fit (X1) with a value of 0.790, Person job fit (X2) with a value of 0.789, and employee performance (Y) with a value of 0.855. All variables in this research instrument have a test reliability value greater than Cronbach's alpha value, which is 0.60. This means that the research questionnaire used is qualified or reliable.

Normality Test



Source :Research results (2023)

Based on the image above, it is known that the data used shows normal indications. The analysis of the graph above shows that the dots spread around the diagonal line, and the spread follows the direction of the diagonal line. If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression meets the assumption of normality, and vice versa if the data spreads far from the diagonal line or does not follow the diagonal line, then the regression model does not meet the assumption of normality.

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Multicollinearity Test

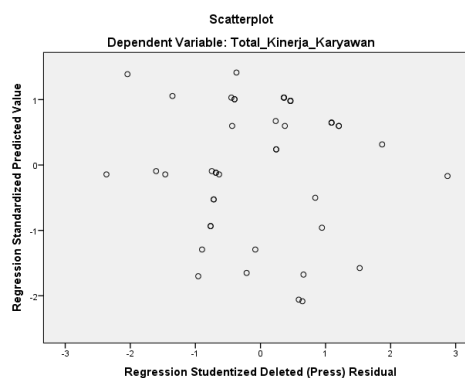
Multicollinearity Test Results		
Coefficients ^a		
Type	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Total_Person_Organization_Fit	,170	5,886
Total_Person_Job_Fit	,170	5,886

a. Dependent Variable:
Total_Kinerja_Karyawan

Source :Research results (2023)

Based on the table above, it can be seen that there is no single independent variable that has a tolerance value of more than 0.10, meaning that there is no correlation between independent variables. The results of the calculation of the variance inflactor factor (VIF) value also show the same thing, there is no single independent variable that has a VIF value of less than 10. Therefore, it can be concluded that there is no multicolonnality between independent variables in the regression model in this study.

Heteroscedasticity Test



Source :Research results (2023)

Based on the image above, it is known that the dots are spread randomly, do not form a certain clear pattern, and are scattered both above and below the number 0 on the Y axis.

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Hypothesis Testing

This multiple linear regression analysis was used to determine the influence of work discipline (X1) and teamwork (X2) on employee performance (Y). The results of the analysis in this study can be seen in the following table:

Type	Coefficients ^a		Beta	t	Sig.
	Unstandardized Coefficients	Standardized Coefficients			
	B	Std. Error			
1 (Constant)	2,673	1,668		1,603	,116
Total_Person_Organizational_Fit	,841	,177	,826	4,751	,000
Total_Person_Job_Fit	,759	,156	,765	3,376	,009

a. Dependent Variable: Total_Kinerja_Karyawan

Source: Primary Data (2023)

Based on the table above, it can be seen that the output data from the multiple linear regression analysis analyzed using SPSS obtained the regression equation as follows:

$$Y = 2,673 + 0,841X_1 + 0,759X_2 + e$$

The regression equation above has the following meanings:

a. Constant value $b_0 = 2.673$

This means that if the variables Person Organization Fit (X1) and Person job fit (X2), do not change or are considered constant (value 0), then the average employee performance (Y) will be worth 2.673.

b. Regression coefficient $b_1 = 0.841$

Person Organization Fit (X1) has a regression coefficient with a positive direction of 0.841. This means that every 1 unit increase in the Person Organization Fit (X1) variable will cause the employee performance variable (Y) to increase by 0.841 units.

c. Regression coefficient $b_2 = 0.759$

Person job fit (X2) has a regression coefficient with a positive direction of 0.759. If it is assumed that other independent variables are constant, this means that for every increase

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

in Person job fit (X2) by 1 unit, the performance of employees (Y) will increase by 0.759 units.

Test t (partial)

Based on statistical calculations using the SPSS program listed in the table above, the following results are obtained:

a. Person Organization Fit (X1)

In the variable Person Organization Fit (X1), a count of $(4,751) > t_{table} (2,018)$ was obtained, then H_0 was rejected (H_a accepted), meaning that the Person Organization Fit (X1) variable had a positive effect on employee performance (Y) at PT Maheera Banda Aceh city with a significance level of 5%. This means that the better the Person Organization Fit (X1), the better the employee performance (Y)

b. Person job fit (X2)

In the variable Person job fit (X2), the calculation value (3.376) was obtained $> t_{table} (2.018)$, then H_0 was rejected (H_a was accepted), meaning that the Person job fit variable (X2) had a positive effect on employee performance (Y) at PT Maheera in Banda Aceh city with a significance level of 5%. This means that the better the Person job fit (X2), the better the employee's performance (Y) and vice versa.

Test F (Simultaneous)

The F test or simultaneous test was carried out to determine the significance of the regression coefficients of all predictors (independent variables) in the model simultaneously (simultaneous). So in this case, it examines the significance of the influence of work discipline (X1) and teamwork (X2) simultaneously (simultaneously) on employee performance (Y).

Test Result Table F (Simultaneous)

ANOVA ^a						
Type	Sum of Squares	Df	Mean Square	F	Sig.	
1 Regression	242,553	2	121,276	76,426	,000	B
Residual	66,647	42	1,587			
Total	309,200	44				

a. Dependent Variable: Total_Kinerja_Karyawan
b. Predictors: (Constant), Total_Person_Job_Fit, Total_Person_Organization_Fit

Source: Primary data (2023)

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Based on the results of statistical calculations using SPSS listed in the table above, the value of F_{cal} is $76.426 \geq$ table F is 3.220 with a significance level of 0.000. The resulting significance value is less than 0.05. This means that the employee performance variable (Y) can be significantly explained by Person Organization Fit (X1) and Person job fit (X2). Thus, it can be concluded that the variables Person Organization Fit (X1) and Person job fit (X2) simultaneously (together) or simultaneously have a significant effect on employee performance (Y) at PT Maheera Banda Aceh city.

Correlation Analysis (R²)

This analysis is used to find out the relationship between two or more independent variables (X) and dependent variables (Y) simultaneously which shows how much of a relationship occurs between variable X simultaneously and variable Y.

Correlation Analysis Table and Determination Coefficient

Model Summary ^b				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,886 a	,784	,774	1,260

a. Predictors: (Constant), Total_Person_Job_Fit, Total_Person_Organization_Fit

b. Dependent Variable: Total_Kinerja_Karyawan

Source: Primary data (2023)

Correlation Analysis (R)

The results of the double correlation (R) test can be seen in the table above, obtaining an R number of 0.886. This shows that there is a very strong relationship between Person Organization Fit (X1) and Person job fit (X2) and employee performance (Y).

Coefficient of Determination (R² Test)

Based on the table above, the determination coefficient is obtained which is 0.784 or 78.4%. The determination coefficient (R² test) in the table above shows that the percentage contribution of the variables Person Organization Fit (X1) and Person job fit (X2) to

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

employee performance (Y) is 78.4%, while the other 21.6% is influenced by other variables that were not studied in this study.

CONCLUSIONS AND SUGGESTIONS

Based on the results of the research on the influence of Person Organization Fit and Person job fit on employee performance at PT Maheera Banda Aceh city, the following conclusions can be drawn: Person Organization Fit partially affects employee performance at PT Maheera in Banda Aceh. Person job fit partially affects employee performance at PT Maheera Banda Aceh city. Person Organization Fit and Person job fit simultaneously affect employee performance at PT Maheera in Banda Aceh. Based on the results of the research, discussion and conclusions, several suggestions can be proposed, including: For the head of PT. Maheera Banda Aceh to pay attention to employees in doing their work so that they can complete their work according to the predetermined time and with the ideas they have. For each PT. Maheera Banda Aceh to pay more attention to the existing culture that applies within the company in order to improve its performance. For employees of PT. Maheera Banda Aceh to pay more attention to the tasks given to suit the skills he has.

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Volume 2, Issue 1, 2024

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