

THE INFLUENCE OF PLACEMENT, DEVELOPMENT OF HUMAN RESOURCES AND INFRASTRUCTURE ON THE IMPLEMENTATION OF ASN DEPARTMENT'S DUTIES FOR WOMEN'S EMPOWERMENT, CHILD PROTECTION, POPULATION AND FAMILY CONTROL DISTRICT PLANNING SELAYAR ISLANDS

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ABSTRACT

The Influence of Placement, Development of Human Resources and Infrastructure on the Implementation of ASN's Duties and Duties of the Women's Empowerment, Child Protection, Population Control and Family Planning Services of Selayar Islands Regency, guided by Mr. Muhammad Rusydi as supervisor I and Mr. Edi Jusriadi as supervisor II. This research aims to analyze and understand the influence of placement on the implementation of ASN's main duties and functions, development of human resources on the implementation of ASN's main duties and functions, and infrastructure on the implementation of ASN's main duties and functions at the Department of Women's Empowerment, Child Protection, Population Control and Family Planning, Selayar Islands Regency. This type of research is quantitative with a sample of 55 respondents using a questionnaire as a source of data collection. The analysis used is Multiple Linear Regression Analysis using the SPSS V.29 application. The research results show that: (1). Placement has a positive and significant effect on the implementation of ASN's main duties and functions, (2). Human resource development has a positive and significant effect on the implementation of ASN's main duties and functions, and (3). Infrastructure has a positive but not significant effect on the implementation of ASN's main duties and functions at the Women's Empowerment, Child Protection, Population Control and Family Planning Services in Selayar Islands Regency.

KEYWORDS Placement, HR Development, Infrastructure, Implementation of ASN Duties



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INTRODUCTION

Qualified human resources with good characteristics are the key for every government agency in achieving good governance. The State Civil Apparatus (ASN) has a very vital role in carrying out government tasks regulated in Law Number 20 of 2023 concerning ASN. In the context of implementing decentralization or regional autonomy, it is important for local government agencies to pay attention to the human factor as the main driver of the government system so that the administration of regional government and development can run effectively. Professional ASN management, clean from corruption, collusion, and nepotism, is an important part of reform aimed at achieving state goals.

One of the crucial aspects in ASN management is proper job placement, which is the focus of attention in various government institutions. This placement must consider the competence, experience and expertise of employees in order to make the maximum contribution to the organization. In the context of the Selayar Islands Regency Office of Women's Empowerment, Child Protection, Population Control and Family Planning, it is important to ensure that placement is in accordance with the duties and competencies of employees in order to achieve efficiency and effectiveness in the implementation of the main tasks and functions of the agency. Job placement is the process of assigning tasks and jobs to workers who have passed the selection to be carried out according to a predetermined scope, and are able to take responsibility for all risks and possibilities that occur on tasks and jobs, authority and responsibility. Appropriate and appropriate job placement is a motivation that creates enthusiasm and high morale for someone in doing a job. (Trikastrianto, 2022)

Employee placement is part of the organization's strategic planning, because employee placement is part of the decision that determines the level of effectiveness of individuals, groups and organizations in an effort to achieve overall organizational goals. In this case, it is necessary to match the job description with the job specifications. (Suwarto & Subyantoro, 2019).

Efforts to achieve organizational goals are highly dependent on the principle of "the right man at the right place", where the placement of the right workforce for each division or department in the organization is key. The right placement will result in high and consistent performance in providing services to the community. However, mismatches in employee competencies and qualifications are often a challenge, as is the case at the Dinas Pemberdayaan Perempuan, Perlindungan Anak, Pengendalian Penduduk, dan Keluarga Berencana Kabupaten Kepulauan Selayar. The Position Analysis document shows a lack of balance in the placement of employees according to their educational background and skills, which has an impact on the mismatch in carrying out tasks.

Apparatus human resources are important assets in the organization, which must be maintained and developed in accordance with the principles of professionalism in their positions. This is in line with Law No. 20/2003 on State Civil Apparatus, which emphasizes professionalism, qualifications, and competence as the basis for ASN appointment and development. The purpose of developing the human resources of the apparatus is to increase employee

productivity and apply the concept of a learning organization in bureaucratic reform, which is a priority in facing the new paradigm of bureaucracy. Human resource development is carried out in order to provide results in accordance with the goals and objectives of the organization, with predetermined performance standards (competence). Competence concerns the authority of each individual to perform tasks or make decisions in accordance with their role in the organization that are relevant to their expertise, knowledge and abilities. The competencies possessed by individual employees must be able to support the implementation of organizational strategies and be able to support any changes made by the government. One way to develop human resources is by conducting education and training (Simamora in Dominggus, 2021).

The State Civil Apparatus as a state apparatus is required to provide good services to the community, to maintain the survival of an agency it needs to be supported by human resources who have a leadership spirit, have skills, have high creativity. The quality of ASN work is considered inadequate and is below the expected quality standards, such as the slow provision of services to the general public, lack of coordination of several jobs, lack of respect for working hours, discipline and working time, all of which indicate that the quality of ASN needs to be addressed. Qualified, highly motivated human resources who are willing to work together in a team will be the key to organizational success, therefore leaders must be able to set work goals that will produce high-quality, highly motivated and productive employees (Gunawan, 2018).

Setting specific targets within a certain period of time is not only quantitative but also qualitative, for example, by self-development to master the knowledge and skills needed for work with a better level of competence. One way that can be done in an effort to improve employee performance is through employee development, namely by conducting education and training (Ambar and Rosidah, 2009).

The results of research conducted by (Wibowo, 2021) found that human resource development has a positive and significant effect on performance and work ability has no significant effect on performance. In addition, research conducted (Ponto et al., 2022) found that human resource development and placement have a positive effect on performance.

One of the things that can affect the implementation of tasks and functions in an organization is infrastructure in government agencies. According to (Handoko, 2004) facilities and infrastructure are a form of organizational service to ASN to support performance in meeting ASN needs, so as to improve ASN performance. In this case, the facilities and infrastructure provided by an agency will greatly support ASN in working so that it will have an impact on ASN performance. The facilities expected by ASN are facilities and infrastructure that are feasible and can help ASN to complete its duties and responsibilities. Therefore, leaders should be able to understand what ASN needs and desires that can satisfy ASN so that organizational goals will be achieved. Adequate facilities and infrastructure, such as information technology, data and information, and other supporting facilities, can provide optimal support in the implementation of tasks and work programs.

Initial observations at the Selayar Islands Regency Office of Women's Empowerment, Child Protection, Population Control and Family Planning show

that the availability of facilities and infrastructure still faces significant obstacles. Information technology facilities, limited work space, and limited access to data and information are concrete problems that can hinder the implementation of ASN's tupoksi within the organization. The lack of facilities and infrastructure at the Selayar Islands Regency Office of Women's Empowerment, Child Protection, Population Control and Family Planning, such as limited office space and equipment as well as the lack of official vehicles creates real challenges for the effectiveness of services and policy implementation in the field of women's empowerment and child protection. These limitations not only affect the comfort and productivity of ASN work, but also have the potential to hinder the achievement of the strategic objectives of the Selayar Islands Regency Office of Women's Empowerment, Child Protection, Population Control and Family Planning. Therefore, this condition raises deep questions related to its direct impact on the implementation of ASN's duties and functions at the Office of Women's Empowerment, Child Protection, Population Control and Family Planning of the Selayar Islands Regency.

The results of research conducted by (Hasanuddin et al., 2023) found that infrastructure facilities, quality of human resources and work ability have a positive and significant effect on employee performance. Likewise, research conducted by (Irianto, 2017), found that infrastructure facilities have a positive and significant effect on employee performance.

The evaluation report on the performance accountability system at the Selayar Islands Regency Women's Empowerment, Child Protection, Population Control and Family Planning Office shows a decrease from 54.02% in 2021 to 52.90% in 2022 with category C (sufficient), indicating a change to lower performance in the last year. In the context of services to the community, although 60% of respondents felt that document and information management services were good, in general the quality of services was still unsatisfactory, indicating the need for improvement in terms of service time, suitability of requirements, officer competence, and service facilities and infrastructure. Therefore, this study aims to analyze the effect of placement, human resource development, and availability of infrastructure facilities on the implementation of ASN duties in the Office, with the hope of contributing both theoretically and practically and becoming a guide for improvement for related agencies.

Several related studies have highlighted the influence of various factors on employee performance in various agencies. Yahya N. Irianto (2017) found that the availability of work infrastructure has a strong relationship with employee performance. Arman et al. (2018) showed that the human resource development model contributed positively and significantly to employee work productivity. Adela Pramesrianto et al. (2020) found that human resource development significantly affects employee performance, while work ability has no significant effect. Rizkia Laila Fitri et al. (2021) showed that recruitment, selection, and placement have a positive and significant impact on employee performance. Another study by Hasanuddin et al. (2022) found that infrastructure, quality of human resources, and work ability together have a positive effect on employee performance. From the results of these studies, it appears that factors such as

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infrastructure, human resource development, and employee placement have an important role in improving employee performance in various work environments.

Based on journal mapping, the novelty or difference of this research with several studies used as references is that this research makes a significant contribution by exploring the effect of placement and development of human resources, as well as the role of infrastructure facilities on the implementation of ASN tupoksi at the Office of Women's Empowerment, Child Protection, Population Control, and Family Planning. The novelty of this research can be found in the holistic analytical approach to these factors and illustrates the complexity of organizational dynamics and interactions between key elements that affect the implementation of ASN duties.

RESEARCH METHODS

This research uses quantitative research based on the philosophy of positivism, with random sampling techniques and quantitative / statistical data analysis to test predetermined hypotheses. The research was conducted at the Selayar Islands Regency Office of Women's Empowerment, Child Protection, Population Control and Family Planning, for two months. The research population included all employees with State Civil Apparatus status at the Office, with a research sample of 55 people taken using the saturated sampling technique. The type of data used is quantitative, with primary data sources from questionnaire results and secondary data from related documents. Data analysis was conducted through multiple linear regression analysis using SPSS software, with validity, reliability, and classical assumption tests to ensure the reliability and validity of the research results.

Hypothesis testing aims to determine whether there is a clear and reliable influence between the independent variables (HR placement, development and infrastructure facilities) on the dependent variable (implementation of the main tasks and functions of ASN).

- a. The t (partial) test is used to test the regression coefficient parameter of each independent variable partially. This means that the t test can determine whether the independent variables individually have a significant influence on the response variable. The test is:

$H_0 : b_i = 0$ (factor X_i does not affect Y)

$H_i : b_i \neq 0$ (factor X_i affects Y), if a factor X has an influence on Y, if the t_{count} value is greater than t_{tabel} or the calculated probability value is smaller than α ($\alpha = 5\%$). The effect here means that there is a rejection of H_0 . While the opposite is if the t_{count} value is smaller than t_{tabel} or the calculated probability value is greater than α ($\alpha = 5\%$), it shows that factor X has no effect on Y.

$t_{count} > t_{tabel}$ or P value $< \alpha$. Reject H_0

$t_{count} < t_{tabel}$ or P value $> \alpha$. Accept H_0

- b. Coefficient of Determination (R^2)

According to Ghazali (2018) the coefficient of determination (R^2) is a tool to measure how far the model's ability to explain variations in the dependent variable. The coefficient of determination is between zero or one. A small R^2 value means that the ability of the independent variables to explain the

dependent variables is very limited. Conversely, if the value is close to 1, it means that the independent variables provide almost all the information needed to predict the dependent variables.

RESULTS AND DISCUSSION

Research Instrument Test

Validity Test

The validity test aims to determine the level of validity of the instruments used in the study. Through the validity test, it will be known whether the question items presented in the questionnaire are really able to reveal with certainty about the problem under study. Before the questionnaire is used as a measuring instrument in the study, first test the measuring instrument using 55 respondents, which consists of independent variables are HR placement, HR development and infrastructure facilities. While the dependent variable is the implementation of the ASN tupoksi in the Office of Women's Empowerment, Child Protection, Population Control and Family Planning of Selayar Islands Regency.

Instrument validity can be determined by comparing the pearson correlation product moment index at a significant level of 0.05 / 5%. If the significance of the correlation results is less than 0.05 (5%), it is considered valid, while if the significance of the correlation results is less than 0.05 (5%), it is considered invalid. In this study, the df was calculated as 55 - 2 (df = 53) with an alpha of 0.05 which resulted in an R_{tabel} of 0.265. The statement element is considered valid or valid if the calculated r value is greater than the r value_{tabel} and the r value is positive. Based on the data obtained in the study, the results of testing the validity of the research instrument can be seen in Table 4.7.

Table 4.7 Validity Test Results

No	Variables	Indicator	Validity			Ket
			R _{count}	Sig	R _{tabel}	
1.	HR Deployment	X1.1	0,655	0,000	0,265	Valid
		X1.2	0,704	0,000	0,265	Valid
		X1.3	0,594	0,000	0,265	Valid
		X1.4	0,513	0,000	0,265	Valid
		X1.5	0,381	0,000	0,265	Valid
		X1.6	0,486	0,000	0,265	Valid
		X1.7	0,626	0,000	0,265	Valid
		X1.8	0,279	0,000	0,265	Valid
		X1.9	0,596	0,000	0,265	Valid
		X1.10	0,696	0,000	0,265	Valid
		X1.11	0,682	0,000	0,265	Valid
2.	HR Development	X2.1	0,765	0,000	0,265	Valid
		X2.2	0,699	0,000	0,265	Valid
		X2.3	0,592	0,000	0,265	Valid

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		X2.4	0,725	0,000	0,265	Valid
		X2.5	0,830	0,000	0,265	Valid
		X2.6	0,724	0,000	0,265	Valid
3.	Infrastructure Facilities	X3.1	0,598	0,000	0,265	Valid
		X3.2	0,688	0,000	0,265	Valid
		X3.3	0,749	0,000	0,265	Valid
		X3.4	0,718	0,000	0,265	Valid
		X3.5	0,667	0,000	0,265	Valid
		X3.6	0,584	0,000	0,265	Valid
		X3.7	0,668	0,000	0,265	Valid
4	Implementation of ASN Tupoksi	Y.1	0,791	0,000	0,265	Valid
		Y.2	0,701	0,000	0,265	Valid
		Y.3	0,715	0,000	0,265	Valid
		Y.4	0,686	0,000	0,265	Valid
		Y.5	0,843	0,000	0,265	Valid
		Y.6	0,780	0,000	0,265	Valid
		Y.7	0,816	0,000	0,265	Valid
		Y.8	0,728	0,000	0,265	Valid
		Y.9	0,735	0,000	0,265	Valid
		Y.10	0,765	0,000	0,265	Valid
		Y.11	0,809	0,000	0,265	Valid
		Y.12	0,826	0,000	0,265	Valid

Source: SPSS Output, (2024)

Table 4.7 shows that all statement items used in the variables of HR placement, HR development, infrastructure and implementation of ASN tupoksi are declared valid, with a value of $r_{count} > r_{table}$ and a positive r value, so that the indicators on each variable in this study can be used.

Reliability Test

The reliability test measures the extent to which a measurement instrument is consistent and stable when measuring the same concept or variable at different times or in different situations. To carry out the reliability test, the *Cronbach Alpha* technique can be used, where a research instrument is said to be reliable if it has a reliability coefficient or alpha of 0.600 or more and is said to be unreliable if it has a reliability coefficient or alpha of less than 0.600.

Table 4.8 Reliability Test Results

No.	Variables	<i>Cronbach's Alpha</i>	Standard Value	Description
1.	HR placement (X1)	0,783	0,600	Reliable
2.	HR Development (X2)	0,814	0,600	Reliable

3.	Infrastructure Facilities (X3)	0,789	0,600	Reliable
4.	Implementation of ASN Tupoksi (Y)	0,932	0,600	Reliable

Source: SPSS Output, (2024)

Table 4.8 shows that all variables have a *Cronbach's Alpha* value > 0.600 so it can be concluded that overall the items or instruments in this study can be declared reliable or reliable as a data collection tool. Thus the research data is valid and suitable for testing the research hypothesis.

Classical Assumption Test

The classical assumption test is a series of statistical tests conducted to verify whether the estimated linear regression meets the classical assumptions (Wahyudin, 2015). These assumptions involve the distribution characteristics of normality, homoscedasticity, the absence of multicollinearity, and the absence of autocorrelation. The following are the results of the classical assumption test carried out in this study:

Normality Test

The normality test in this study was carried out by means of P-Plot graph analysis. Normality can be detected by looking at the distribution of data (points) on the diagonal axis of the graph or can look at the histogram and residuals, as for the basis for making decisions, among others:

- a. If the data spreads around the diagonal line or the histogram graph shows a normal distribution pattern, then the regression fulfills the assumption of normality.
- b. If the data spreads far from the diagonal line and does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not fulfill the normality assumption.

Data normality testing was also carried out using the *Kolmogorov-Smirnov test* in the SPSS application with a probability level (sig) of 0.05. The test criteria for the *Kolmogorov-Smirnov test* are the probability value (sig) > 0.05, then the data is normally distributed, while the probability value (sig) < 0.05, then the data is not normally distributed.

Table 4.9 Kolmogorov-Smirnov Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	
N		55	
Normal Parameters ^{a,b}	Mean	,0000000	
	Std. Deviation	3,54865344	
Most Extreme Differences	Absolute	,105	
	Positive	,076	
	Negative	-,105	
Test Statistic		,105	
Asymp. Sig. (2-tailed) ^c		,193	
Monte Carlo Sig. (2-tailed) ^d	Sig.	,124	
	99% Confidence Interval	Lower Bound	,115
		Upper Bound	,132

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 299883525.

Source: SPSS Output, (2024)

Table 4.9 shows that the probability value (sig) > 0.05 is 0.193, so it can be concluded that the data is normally distributed.

Multicollinearity Test

The multicollinearity test aims to test whether there is a correlation between independent or independent variables. According to Ghozali (2018), the purpose of the multicollinearity test is to test whether the regression model finds a correlation between the independent variables. A good regression model has a model in which there is no correlation between the independent variables.

The multicollinearity test is seen from the *tolerance* value and *Variance Inflation Factor* (VIF). If the VIF value is < 10, it means there is no multicolonierity. If the VIF value > 10 then there is multicolonierity in the data.

Table 4.10 Multicollinearity Test Results

Model		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF
		B	Std. Error	Beta				
1	(Constant)	,304	6,883		,044	,965		
	Penempatan SDM	,612	,153	,446	4,009	<,001	,693	1,443
	Pengembangan SDM	,844	,216	,416	3,899	<,001	,755	1,325
	Sarana Prasarana	,029	,190	,015	,150	,881	,868	1,152

a. Dependent Variable: Pelaksanaan Tugas Pokok dan Fungsi ASN

The heteroscedasticity test is conducted to evaluate whether the variability of errors (residuals) in a regression model is not constant, which is called heteroscedasticity. Heteroscedasticity can cause problems in estimating coefficients and testing statistical hypotheses carried out in the regression model. The estimation results will be less than they should be. Heteroscedasticity contradicts one of the basic assumptions of linear regression, which is that the variation of residuals is the

same for all observations or called homoscedasticity. Heteroscedasticity is tested using the *Scatter Plot* graph. The decision making method is as follows:

- a. If the *scatter plot* graph forms certain regular patterns then the regression has heteroscedasticity;
- b. If the *scatter plot* graph does not form certain or random patterns, the regression does not experience heteroscedasticity;

The results of the heteroscedasticity test are shown in the figure below:

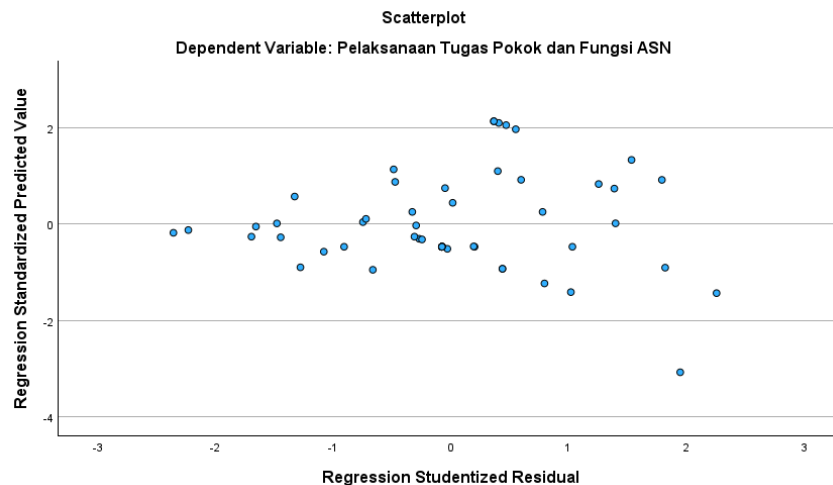


Figure 4.3 Scatter Plot

Figure 4.3 shows that there is no heteroscedasticity because there is no clear pattern and the points spread above and below 0 on the Y axis. The *scatter plot* graph does not form a pattern or is randomly distributed, thus it can be concluded that the regression does not experience heteroscedasticity disorder. So that the regression model is feasible to use to predict the dependent variable based on the independent variable.

The heteroscedasticity test can also be done with the *Glejser* test in the SPSS application, namely by looking at the correlation coefficient value between each independent variable and the confounding variable. If the sig value > 0.05 then it can be said that the data does not experience heteroscedasticity problems.

Table 4.11 Glejser Heteroscedasticity Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	6,314	4,394		1,437	,157
	Penempatan SDM	-,051	,097	-,086	-,520	,606
	Pengembangan SDM	-,137	,138	-,156	-,989	,327
	Sarana Prasarana	,074	,121	,090	,610	,544

a. Dependent Variable: ABSRES

Source: SPSS Output, (2024)

Table 4.11 shows that the sig value on the HR placement variable, HR development and infrastructure facilities > 0.05 so it can be concluded that there is no heteroscedasticity.

Regression Analysis

Multiple Linear Regression Analysis

The method used in this research is multiple linear regression analysis. The purpose of multiple linear regression analysis is to determine whether the independent variables used in this study have an effect on the dependent variable. (Ghozali, 2015).

Regression analysis was carried out to prove the hypothesis proposed in this study, namely to analyze the effect between the independent variables on the dependent variable, to test the research hypothesis that was stated earlier. The basis for hypothesis testing in this study uses the probability value for both partial tests. In general, the hypotheses put forward in this study are as follows:
H₀ : There is no influence between the independent variable on the dependent variable

H₁ : There is an influence between the independent variable and the dependent variable

The basis for the decision is:

tcount > t_{tabel} or P value < α . Reject H₀

tcount < t_{tabel} or P value > α . Accept H₀

This hypothesis testing was carried out using multiple linear regression statistical analysis techniques, from the processed computer results of the SPSS V.29 for Windows sub program which will be presented in table 4.12.

Table 4.12 Multiple Linear Regression Analysis Test Results

		Coefficients^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,304	6,883		,044	,965
	Penempatan SDM	,612	,153	,446	4,009	<,001
	Pengembangan SDM	,844	,216	,416	3,899	<,001
	Sarana Prasarana	,029	,190	,015	,150	,881

a. Dependent Variable: Pelaksanaan Tugas Pokok dan Fungsi ASN

Source: Ouptut SPSS, (2024)

Table 4.12 shows that the constant value is 0.304 and the regression coefficient value of each variable can be seen in column B. The HR Placement regression coefficient is 0.612, the HR development regression coefficient is 0.844, and the Infrastructure Facilities regression coefficient is 0.029. Thus, the regression model equation is obtained as follows:

$$Y = 0.304 + 0.612 X1 + 0.844 X2 + 0.029 X3 + \varepsilon$$

Description:

Y : Implementation of ASN Tupoksi

X1 : HR Placement

- X2 : HR Development
- X3 : Infrastructure
- ε : Standard error

The multiple linear regression equation provides an overview of the strength and direction of the relationship between the independent variable and the dependent variable (Purnomo, 2016). When the regression coefficient of an independent variable is positive, it indicates that the independent variable has a positive influence in the same direction as the dependent variable. Conversely, if the regression coefficient of the independent variable is negative, then the effect will be opposite to the dependent variable. The values of multiple linear regression are explained as follows: The constant has a value of 0.304, which represents the Implementation of ASN's Main Duties and Functions when all independent variable values are 0, so the value of the Implementation of ASN's Main Duties and Functions is 1.761.

The regression coefficient for HR Placement is 0.612, which means that every 1 unit increase in HR Placement will increase the Implementation of ASN's Main Duties and Functions by 0.612, assuming the value of the other independent variables is constant. HR Development has a regression coefficient of 0.844, indicating that a 1 unit increase in HR Development will increase the Implementation of ASN's Main Duties and Functions by 0.844, assuming other independent variables do not change. Infrastructure facilities have a regression coefficient of 0.029, meaning that a 1 unit increase in infrastructure facilities will increase the Implementation of ASN's Main Duties and Functions by 0.029, assuming the value of the other independent variables remains the same.

Hypothesis Test

The t test is a statistical test used to assess the individual significance of a regression coefficient in a statistical model. In the context of regression analysis, the t test is often used to test whether an independent variable affects the dependent variable. The following are the results of the t test in this study:

Table 4.13 Results of the t-test

		Coefficients ^a		Standardized Coefficients Beta	t	Sig.
Model		Unstandardized Coefficients				
		B	Std. Error			
1	(Constant)	,304	6,883		,044	,965
	Penempatan SDM	,612	,153	,446	4,009	<,001
	Pengembangan SDM	,844	,216	,416	3,899	<,001
	Sarana Prasarana	,029	,190	,015	,150	,881

a. Dependent Variable: Pelaksanaan Tugas Pokok dan Fungsi ASN

Source: SPSS Output, (2024)

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Based on the results of data analysis through the t test displayed in table 4.12, it shows that the t value for the effect of the HR Placement variable on the Implementation of ASN's Main Duties and Functions is 4.009, Based on the results of data analysis, the t value shows that HR placement and HR development have a positive and significant influence on the Implementation of ASN's Main Duties and Functions at the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Selayar Islands Regency, with unstandardized coefficients of 0.612 and 0.844 respectively, and a significance level smaller than 0.05. As a result, the research hypothesis for both variables was accepted. However, the infrastructure variable shows a positive but insignificant influence on the Implementation of ASN's Main Duties and Functions, with an unstandardized coefficients value of 0.029 and a significance level greater than 0.05, so the research hypothesis for this variable is rejected.

Determination Coefficient Test

The coefficient of determination test, or *R-square* (R^2), is performed for statistical tests in the sense of testing a hypothesis. R^2 is used as a test used to measure how well a linear regression model fits the observational data. R^2 values range between 0 and 1, and the higher the value, the better the model explains the variation in the dependent variable:

Table 4.14 Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,750 ^a	,562	,537	3,652
a. Predictors: (Constant), Infrastructure Facilities, HR Development, HR Placement				

Source: SPSS Output, (2024)

Based on table 4.14, the *R Square* value shows 0.562, meaning that the independent variables in the form of Infrastructure Facilities, HR Placement, and HR Development used in this study are able to predict the variable Implementation of ASN Main Duties and Functions by 56.2%. Then the remaining 43.8% is influenced by other variables that are not included in this study.

Discussion

This discussion focuses on the decisions resulting from hypothesis testing, as an attempt to answer the formulation of research problems. The results of the analysis of hypothesis testing are described as follows:

The Effect of HR Placement on the Implementation of ASN Tupoksi

The results showed that HR placement has a positive and significant influence on the implementation of ASN tupoksi in the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Selayar Islands Regency, with a coefficient value of 0.612 and a p-value of 0.000. This confirms

that proper placement, which considers qualifications and the suitability of positions with abilities and expertise, can improve the implementation of ASN tupoksi in carrying out their duties and functions (Sugiyono, 2013). The majority of ASNs have demonstrated broad and in-depth knowledge of their work, and have adequate work experience. Their placement in certain positions has been based on relevant knowledge and work experience, ensuring that they are placed in appropriate roles. These findings highlight the importance of paying attention to aspects of knowledge and work experience in the HR placement process, in line with the results of previous studies which show that job placement has a positive and significant effect on employee performance (Fitri, et al, 2021).

The Effect of HR Development on the Implementation of ASN Tupoksi

The results of testing the HR development variable on the implementation of ASN Tupoksi in the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Selayar Islands Regency show that HR development significantly contributes positively to improving the implementation of ASN Tupoksi with a coefficient value of 0.844 and a p-value of 0.000 (Sugiyono, 2013). Observations show that the level of ASN participation in non-formal education programs is quite high, indicating high interest and motivation to improve their skills. Non-formal education in HR development, such as training and workshops, is considered effective in improving employees' abilities and skills. This finding is consistent with previous research that found a positive relationship between HR development and employee performance (Pramesrianto, et al, 2020).

Effect of Infrastructure Facilities on the Implementation of ASN Tupoksi

The results showed that the infrastructure variable, although it had a positive effect, was not significant on the implementation of ASN's tupoksi in the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Selayar Islands Regency, with a coefficient of 0.029 and a p-value of 0.881 (Sugiyono, 2013). However, the condition of infrastructure that is not optimal does not directly affect the ability of ASNs to carry out their duties and functions. Despite facing limitations in available facilities and infrastructure, ASN remains committed and makes maximum efforts to carry out their main tasks and functions in order to achieve organizational goals and provide the best service to the community. In an effort to improve organizational effectiveness, it is necessary to place more emphasis on other factors that may have a greater influence on the implementation of ASN tupoksi, such as management policies, human resources, or efficient work processes (Irianto, et al, 2017).

CONCLUSIONS

Based on the results of research and data analysis, it can be concluded that HR placement has a positive and significant influence on the implementation of ASN tupoksi, indicating the importance of proper placement in improving the implementation of ASN tupoksi. HR development, both through formal and non-formal education, also has a positive and significant influence on the implementation

of ASN tupoksi, indicating that HR development is an effective strategy to improve the implementation of ASN tupoksi. However, infrastructure facilities only have a positive but insignificant effect on the implementation of ASN tupoksi, indicating the need for improvement even though the impact is small. Therefore, several suggestions are proposed to improve the implementation of ASN's tupoksi, including improvements to infrastructure, placements that pay attention to knowledge and work experience, prioritization of HR development through non-formal education, emphasis on performance indicators that are not yet optimal, and encouragement for further research that complements aspects that have not been revealed.

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