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Zef Rizal, Budiyanto Budiyanto, Nur Fadrih Asyik

Abstract

This research is based on Organizational Behavior Theory. The purpose of this study was to build an understanding of the effect of job placement on employee performance, the effect of job training on employee performance, moderation of spiritual motivation on job placement and employee performance, moderation of spiritual motivation on job training on employee performance. Type of research is Explanatory Research. Data collection using a questionnaire. The sampling technique used accidental sampling. The number of samples was 322 Employees of Anchovy Export Company on Madura Island, East Java, Indonesia, and data analysis used the SEM-PLS. The results of this study indicate that Job placement has a significant effect on employee performance, Job training has a significant effect on employee performance, Spiritual motivation moderates Job placement on employee performance, and Spiritual motivation moderates job training on employee performance.

Keywords

Job Placement; Job Training; Employee Performance; Spiritual Motivation

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(ISC) is a citation index established by the Ministry of Science, Research and Technology after it was approved by the Organisation of the Conference. It only indexes journals from the Islamic world. It was announced in Baku, Azerbaijan during the Fourth Conference of the Ministers of Higher Education and Scientific Research held in October 2008. In 2009, ISC partnered with Scopus that allows ISC's publications to be indexed in Scopus.

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The PKP Index is a database of articles, books, and conference proceedings using PKP's free, open source Open Journal Systems, Open Monograph Press, and Open Conference Systems software applications. The Index covers all subject areas and includes content from publishers from around the world. The Index is no longer accepting new registrations or submissions and will be retired at the end of 2021. The PKP Index is powered by PKP's own Open Harvester Systems.



The electronic journals library is a service for the effective use of scientific full-text journals on the Internet. It offers fast, structured and standardized access to scientific full-text journals. It comprises 108,928 titles, 25,739 of which are purely online journals, on all subject areas. In addition, 136414 journals are listed by aggregators. 72,800 specialist journals are freely accessible in full text. The user libraries also offer their users access to the full texts of the e-journals they have subscribed to.

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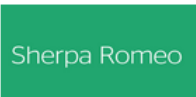
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RiCEst is a TWAS-affiliated information center that was established in 1991 in Shiraz, south of Iran, after an agreement made between the World Academy of Sciences (TWAS) and Iran's Ministry of Science, Research and Technology aiming at facilitating Iran and regional countries' scientific achievements through supporting educational, research and technical aspects of information management activities. Through RiCEst, researchers, faculty members, students, etc. can access scientific information in different fields.



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Cosmos Foundation was founded by renowned scientists. A group of 100 scientist from various countries in different disciplines are started Cosmos (2010) with specific objective of providing quality information to the researcher. We offer academic database services to researchers. We provide impact factor and index of academic journals, books. We maintain academic database services to researchers, journal editors and publishers. Cosmos provides a detailed report of individual journals for further improvement of respective journal overall look up and technical aspect for better Impact Factor.



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