

What Is The Role Of Recruitment In Improving Employee Performance

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Abstract

Employees are a company's most valuable resource when it comes to enhancing performance and achieving objectives. The purpose of this study is to ascertain how hiring and placement practices directly affect worker performance. The sample size in this study is made up entirely of PT employees. West Java's Ilham Jaya Farm Garut had 87 responders in all. Multiple linear regression analysis is the method used in this study. The study's findings demonstrate that factors related to hiring and placement have a favourable impact on workers' performance at PT. West Java's Ilham Jaya Farm in Garut.

Keywords: Hiring practices, Placement practices , Employee performance

Introduction

Planning, organising, coordinating, carrying out, and overseeing the acquisition, development, and delivery of services as well as the integration, upkeep, and division of labour force in order to accomplish organisational objectives is known as human resource management. The management and use of current resources for humans (workers) is another definition of human resource management. In order to accomplish organisational goals and foster the growth of each individual employee, management and utilisation are developed ideally in the workplace. (Yusuf, 2022)

The process of identifying and drawing candidates who can work for a corporation is known as recruitment. The application procedure starts when candidates are requested and concludes when their files are turned in or gathered. The end product is a pool of potential hire candidates who must be carefully chosen. In order to accomplish organisational goals, human resource management involves organising, planning, coordinating, and supervising the

development of procurement, giving compensation, integrating maintenance, and separating labour.

Worker performance as reported by Yusuf (2022) The terms "job performance," "actual performance," and "work performance" refer to an individual's actual accomplishments. Performance is defined as the number and quality of job outputs that an employee completes in order to fulfil his assigned tasks. The usage of less diverse learning resources and the potential for pupils to not have fully utilised information and communication technology could be the causes of this predicament. It is intended that, in the setting of online learning, students would be able to pay closer attention to the teacher's explanations, stay engaged during the entire session, and enhance their capacity for original and creative thought.

PT. Ilham Jaya Farm was established in 1990, and the research findings indicate that there is an impact on staff performance as demonstrated by research data that has been collected. PT. Ilham Jaya Farm is a business that conducts operational activities in the poultry slaughtering industry, specifically in the production of broiler chickens in Garut Regency, West Java. There are 87 workers that support PT. Ilham Jaya Farm. Companies always look at a number of aspects, including placement and recruitment, to optimise employee performance. Since the organisation places a high value on great employee performance, increasing these elements can both affect and improve employee performance. The productivity of the business will rise with the number of high-performing personnel, enabling it to compete globally.

Recruitment and placement have a positive and significant impact on employee performance, according to prior research by Sugandi (2022) with the title "Analysis of recruitment and job placement on employee performance at the Preanger Hotel" and research by Kushendar (2022) with the title "The influence of employee recruitment, selection, and placement on employee performance at the Makmur Cooperative Jaya."

The author is interested in doing study at PT. Ilham Jaya Farm with the title "The Influence of Recruitment and Placement on Employee Performance" based on the backdrop that has been presented

Methods

The author of this study used a quantitative methodology, per (Kushendar, 2022). Because quantitative approaches have been around for a long time and have become ingrained in research practices, they are also known as traditional methods. Because it is grounded in positivism, this approach is known as a positivistic approach. Because it adheres to certain, unbiased, organised, logical, and methodical scientific standards, this approach is scientific or scientific. Because it may be used to find and develop new science and technology, this

approach is also known as the discovery method. Because the study data used in this method is made up of numerous numbers and statistical analysis, it is referred to as a quantitative method.

A population is a category for generalisation that includes things or persons with specific attributes established by research to be examined and conclusions made (Kushendar, 2022). The 87 production staff of PT. Ilham Jaya Farm comprise the population used in this study. The major data collecting method used in this study is primary data collection via the use of a questionnaire that will be given to the research sample and has a Likert scale for assessment. A questionnaire is a method for gathering data in which participants are provided with written statements or questions (Kushendar, 2022). Using a Likert scale ranging from 1 to 4, the researchers present five possible replies in this study.

Results and Discussion

Reliability Test

Reliability testing is carried out by comparing Cronbach Alpha values. All variables have a Cronbach Alpha value greater than 0.6 and are declared reliable, so they can be used as research tools. The following are the results of the reliability test in this research using SPSS software.

Table 2. Reliability Test Results

<i>Cronbach's Alpha</i>	N of items	Information
0.877	25	Reliabel

Source: Data processed by researchers, 2024

The aforementioned table illustrates how the reliability test results for the variables related to hiring, placing, and employee performance show that the Cronbach's Alpha for this variable is higher than the base value, specifically $0.877 > 0.60$. These findings demonstrate the reliability of every claim made in the Recruitment variable questionnaire, Placement on Employee Performance.

Analysis of Multiple Linear Regression

To examine the association between one dependent variable and two or more independent variables, multiple linear regression analysis is utilised (Ghozali, 2018). Following their processing with SPSS software, the multiple linear regression analysis results are as follows.

Table 2. Multiple Linear Regression Results

No	Variabel	Nilai B
	(Constant)	14,621
1	Rekrutmen	0,487
2	Placement	0,249

Source: Data processed by researchers, 2022

Based on table 4 above, it is known that the multiple linear regression equation is as follows:

$$Y = 14,621 + 0,487 X_1 + 0.249 X_2 + e$$

Constant value = 14,621

This constant number indicates that the dependent variable, employee performance, has a value of 14.621 if the independent variable, recruitment and placement, is taken to have a value of zero.

Coefficient value (b1) = 0,242.

The e-learning based learning approach variable shows a positive regression coefficient, meaning that learning achievement is positively impacted by this variable. Put otherwise, learning achievement will increase by 0.242 units if the e-learning based learning technique increases by one unit. value of the coefficient (b2)

The Placement variable has a coefficient value of 0.249. This indicates a positive and substantial relationship between the Placement variable and the employee performance variable, meaning that for every 1% increase in the Placement variable, the employee performance variable will rise by 0.249.

Simultaneous Test (F Test)

Table 4. Simultaneous Test Results (F Test)

Nilai F tabel	Nilai F hitung	Sig
2,12	24,444	0,000

Source: Data processed by researchers, 2022

Based on the table above, it explains that in the F test, the calculated F value can be compared with the F table at a significance value of 0.04. The calculated F value in table 4.11 is 24.444 and the F table with $df_1 = k - 1$ ($df_1 = 2 - 1 = 2$), then the degree of the denominator is 91, then the F table is 2.12, meaning, $F_{\text{calculated}} > F_{\text{table}}$ namely $24.444 > 2.12$. Significance Value $0.000 < 0.04$, then in the F test it can be concluded that the second hypothesis in this research is that the Recruitment and Placement variables together have a significant influence on employee performance

Coefficient of Determination (R²)

Table 6. Coefficient of Determination Test Results

R square	Adjusted r square
0,442	0,409

Source: Data processed by researchers, 2022

Table 4.12's coefficient of determination, which displays the Adjusted R Square number at 0.402, indicates that 40.9% of the influence on the dependent variable (employee performance)

can be attributed to the independent variable (employee recruitment and placement), with the remaining 49.1% being explained by variables such as selection, work environment, and work motivation that were not examined in this study.

How Recruitment Affects Employee Performance at PT Ilham Jaya Farm, Garut, West Java

Based on the partial hypothesis testing, the Recruitment variable (X1) obtained a t-count value of $4.224 > 1.986$ with a significance value of $0.000 < 0.04$. These results indicate that Recruitment has a positive and significant effect on Employee Performance (Y). Therefore, the first hypothesis is accepted.

The findings show that recruitment practices at PT Ilham Jaya Farm play an important role in determining employee performance. An effective recruitment process enables the company to obtain employees whose qualifications, competencies, and abilities are aligned with job requirements. Employees who are recruited according to the needs of their positions are more likely to understand their responsibilities and perform their tasks effectively.

The positive relationship indicates that improvements in recruitment practices can contribute to improved employee performance. Therefore, PT Ilham Jaya Farm needs to ensure that recruitment decisions consider job qualifications, employee competencies, experience, and suitability with organizational needs. Recruitment should consequently be viewed not only as an administrative process but also as an important strategic function of human resource management.

The Impact of Placement on Employee Performance at PT Ilham Jaya Farm, Garut, West Java

The partial hypothesis testing shows that the Placement variable (X2) obtained a t-count value of $2.210 > 1.986$ with a significance value of $0.021 < 0.04$. Thus, Placement has a positive and significant effect on Employee Performance (Y), and the second hypothesis is accepted.

These results indicate that appropriate employee placement contributes to better performance at PT Ilham Jaya Farm. Placement that considers employees' competencies, qualifications, experience, and suitability with job requirements allows employees to perform their responsibilities more effectively.

Appropriate placement can also support a productive and efficient work environment because employees are given responsibilities that correspond to their capabilities. Therefore, the company needs to pay attention to the suitability between employees and their assigned positions. Improving the placement process can help the company utilize its human resources more effectively and support the achievement of organizational targets.

The Effect of Recruitment and Placement on Employee Performance at PT Ilham Jaya Farm, Garut, West Java

The simultaneous hypothesis testing shows that Recruitment (X1) and Placement (X2) jointly have a significant effect on Employee Performance (Y). The F-test produced an F-count of $24.444 > 2.12$ with a significance value of $0.000 < 0.04$. Therefore, the third hypothesis is accepted.

These findings indicate that recruitment and placement are interconnected factors in improving employee performance. Recruitment enables the company to obtain employees with appropriate qualifications, while placement ensures that these employees are assigned to positions that correspond to their capabilities.

Consequently, PT Ilham Jaya Farm needs to manage recruitment and placement as an integrated human resource management process. A recruitment process based on clear job requirements, followed by appropriate employee placement, can support productivity, work effectiveness, and the achievement of company objectives.

Overall, the results demonstrate that both Recruitment and Placement have an important role in improving Employee Performance, both individually and simultaneously. Effective management of these two aspects can help PT Ilham Jaya Farm develop a more competent and productive workforce.

Conclusion

Based on the results of the research and discussion regarding the Effect of Recruitment and Placement on Employee Performance at PT Ilham Jaya Farm, Garut, West Java, the following conclusions can be drawn:

1. Recruitment has a positive and significant effect on employee performance at PT Ilham Jaya Farm, Garut, West Java. This is indicated by the t-count value of $4.224 > t\text{-table } 1.986$ and a significance value of $0.000 < 0.04$. These results indicate that a better recruitment process can contribute to improving employee performance through the selection of employees whose qualifications and competencies are appropriate to the company's needs.
2. Employee placement has a positive and significant effect on employee performance at PT Ilham Jaya Farm, Garut, West Java. This is demonstrated by the t-count value of $2.210 > t\text{-table } 1.986$ and a significance value of $0.021 < 0.04$. This finding indicates that appropriate placement based on employee competencies and job requirements can support employees in carrying out their duties more effectively.

3. Recruitment and placement simultaneously have a positive and significant effect on employee performance at PT Ilham Jaya Farm, Garut, West Java. This is shown by the F-count value of $24.444 > F\text{-table } 2.12$ and a significance value of $0.000 < 0.04$. These results indicate that recruitment and placement are interconnected human resource management factors that, when implemented effectively, can support improved employee performance and the achievement of company objectives.

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