

Analysis of the Use of HR Recruitment Systems on Employee Performance at Perumda Tirta Mangkaluku City of Palopo

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ABSTRACT

This study aims to test how the HR recruitment system is carried out by Perumda Tirta Mangkaluku Palopo City in an effort to improve employee performance and also to find out what obstacles are faced by Perumda Mangkaluku City of Palopo in recruiting employees in an effort to improve the performance of its employees. The data analysis used in this study is using a quantitative method using simple linear regression analysis, conducting field studies such as (observations, interviews and documentation) which are carried out at the location of the research object. The results of this research show that this recruitment system is very influential in improving employee performance at Perumda Tirta Mangkaluku City of Palopo because there is a science or a way of how to regulate the relationship between the roles of resources owned by individuals effectively and efficiently and can be used optimally so as to achieve the common goals of the company. So the process of hiring employees at Perumda Tirta Mangkaluku, Palopo City really fits the company's needs.

Keywords: Recruitment, Employee Performance

INTRODUCTION

In a company, human resource management activities are the main thing that must be done by the company in achieving company goals. Where every employee is required to give the best performance in carrying out the tasks that have been given by the company (Wardhana et al., 2019) therefore the company's activities in human resource management are recruitment and selection, while recruitment is carried out at Perumda Tirta Mangkaluku City of Palopo is a process or action that the company will take to attract more employees (Purwanto & Novebriana, 2019) Human resources (HR) are the main capital in the company development process, so the quality of human resources must always be developed or directed to achieve the expected goals. (Siti Rin Fauziyah, 2015) In the current era of globalization, it is undeniable that there will be very competitive competition in terms of finding a job. Why is job competition getting tougher lately, because every year many job seekers graduate from high school, or bachelor's degrees educated by Indonesian educational institutions, so even though the number of graduates each year is always high, it cannot be compared with the existing positions. which is open now. (Prasetya et al., 2019)

The employee recruitment process so far. At Perumda Tirta Mangkaluku City of Palopo still uses a conventional system process, and the processing time is relatively long, job seekers must come directly to the company to submit resumes and the requirements needed to apply for the

position. HRD will then contact the prospective employee and ask them to return to the company to complete the prospective employee form and carry out the following steps. Of course, these problems are not in line with the current development of information technology, how valuable time is. Having a computerized new employee acceptance system with a database will certainly make it easier for prospective employees, the employees concerned and related leaders. (Astriyani et al., 2019)

Good employee performance, if employees with high expertise, willingness to work, decent compensation/salary and hope for the future. Optimal performance is achieved when organizations can select employees who have the right drives and abilities for their jobs and who have the conditions that allow them to perform in the best possible way. (Badriyah, 2015) Employees are a valuable asset for the company to achieve its goals. the main focus of Human Resource Management (HR) is to contribute to the success of a company. Consistent with this, a critical initial step is the process of recruitment and selection of workforce recruitment according to their needs. The selection process is a series of stages of activity used to decide candidates (prospective employees) who can be placed properly. Currently, job competition is getting tougher. (Irsan, 2021)

The formulation of the problems contained in this study are 1) what is the recruitment process at Perumda Tirta Mangkaluku City of Palopo 2) how does the recruitment system affect employee performance at Perumda Tirta Mangkaluku City of

Palopo 3) what is the level of performance development at Perumda Tirta Mangkaluku City of Palopo.

LITERATURE REVIEW

Recruitment

Recruitment is the process by which an organization achieves its objectives. Acquiring additional staff goes through several stages, including identifying and assessing sources of outgoing labor and determining workforce requirements. Recruitment aims to provide sufficient staff so that management can select those who meet the required qualifications (Masyudi & Muhammad, 2016) whereas in terms of recruitment, the question is a very basic problem faced by many organizations, agencies or companies is how to attract job seekers or job applicants so that they can work in the company as well as possible, even more than the possibility that employees can support the organization, agency or company the company where they work later. Continuous development is more important. They work. Since most of the recruitment is carried out by specific agencies, companies and organizations, often only at the registration stage, it is not possible to obtain the expected worker qualifications smoothly. In addition, ethical aspects of recruitment and placement are sometimes overlooked by corporate recruitment and placement processes (Nasrudin Wibowo, 2018)

Performance

performance is a result of work achieved by someone in carrying out

the tasks assigned to him based on skills, experience, sincerity and time performance is a manifestation of the work done by employees in the company which is usually used as a basis for evaluation. According to (Billy Renaldo Potale, Viktor Lengkong, 2016). In general, the definition of performance is the result of work in quality and quantity that can be achieved by an employee in carrying out his main duties and functions as an employee in accordance with the responsibilities assigned or given to him. Performance can basically be seen from two aspects, namely employee performance (individually) and organizational performance. Employee performance is the result of individual work in an organization. While organizational performance is the totality of work results achieved by an organization. The term performance comes from the word Job Performance or Actual Performance (work achievement or actual achievement achieved by someone) (Etikawati & Udjang, 2016).

RESEARCH METHODOLOGY

a. Location and time of research

In every research conducted, it is very necessary to have a research object as well as this research, which is the object of this research is Perumda Tirta Mangkaluku, Palopo City, which was used as the object of this study, is located at Jl. Pongsimpin No. 14, Murante, Mungkajang sub-district, Palopo city, South Sulawesi 91921. The time in this study was 1 month.

b. Research design

This study uses a quantitative explanatory research approach with the aim of explaining the effect between variables through hypothesis testing (Sugiyono, 2012) which is used to prove the effect between variables in this study using statistical tests

c. Population and sample

1. Population

Sugiyono (2014) population is a generalized area consisting of objects/subjects that have qualities to study and then draw conclusions, the population is also interpreted as a complete group of elements, which are usually in the form of people, objects, transactions or events that are interesting to study or make it an object. The population in this study are all employees at Perumda Tirta Mangkaluku City of Palopo as many as 318 people

2. Sample

According to Sugiyono (2014) the sample is part of the population which is expected to represent the research population. The sample is also part of the number and characteristics possessed by the population. In this study, the sample I took was 76 people. The sampling technique I used in this study was purposive sampling

d. Data types and sources

In this study the authors collected data directly by visiting Perumda Tirta Mangkaluku, Palopo City. In preparing this research, the authors used primary

data sources, where primary data is data obtained directly from interviews with one of the informants at Perumda Tirta Mangkaluku, City of Palopo, which deals with research issues and distributes questionnaires to employees

e. Data collection technique

The data collection technique used in this study used 2 ways, namely interviews and questionnaires where the interviews were holding questions and answers with the secretaries at Perumda Tirta Mangkaluku City of Palopo to obtain information related to the problem to be studied Questionnaire, namely distributing questionnaires (questionnaires) to employees at Perumda Tirta Mangkaluku Palopo City with question items used to obtain information from respondents about their personalities or things that the response knows about the statements given.

f. Research variables

In this study there are 2 variables. Where the x variable is HR recruitment and is also called the independent or exogenous variable because HR recruitment affects employee performance, while Y (dependent) variable is employee performance

g. Data analysis technique

Data analysis technique is a method of processing data into information, where when we do research, we need to do data analysis so that the data is easy for us to understand. the data analysis technique used in this study is a simple linear regression test.

RESULT

Simple linear regression test

Simple linear regression is a linear relationship between one independent variable (X) and the dependent variable (Y). This analysis is used to determine the direction of the relationship between the independent variable and the dependent variable whether it is positive or negative and to predict the value of the dependent variable if the value of the independent variable increases or decreases in value. The data used is usually an interval or ratio scale

The formula of a simple linear regression analysis is as follows:

$$Y' = a + Bx + e$$

Information:

Y = subject in the predicted dependent variable

a = price Y when price X =(0 constant price)

b = direction number or regression coefficient which shows the number of increase or decrease in the dependent variable based on changes in the independent variable if (+) the direction of the

line is up (-) then the direction of the line is down

X = subject to an independent variable that has a certain value

$$Y' = a + Bx + e$$

$$Y = 2.295 + 1.056X + e$$

1. Constant/alpha value = 2.295 where the value is constant/alpha, where the result is 2.295 which means that this value will be constant or fixed if the recruitment and employee performance variables do not change

2. The coefficient value X = 1.056 is positive, meaning that there is an addition to the recruitment variable which results in an increase in the employee performance variable

Significant testing of the effect of the independent variable on the dependent variable was carried out as follows based on the results of the t statistical test in which the calculated t value is greater than t table (8,894 > 1,665) and employee performance. significant by 0.000 less than 0.005 so this means that recruitment partially has a significant positive effect on employee performance.

Table 1. Simple Linear Regression Test

| Model | Coefficients ^a | | | | | | | | | | |
|-------|-----------------------------|------------|---------------------------|-------|-------|--------------|---------|-------|-------------------------|-------|-------|
| | Unstandardized Coefficients | | Standardized Coefficients | Q | Sig. | correlations | | | Collinearity Statistics | | |
| | B | std. Error | Betas | | | Zero-order | partial | Part | tolerance | VIF | |
| 1 | (Constant) | 2,295 | 6,199 | | 0.37 | 0.71 | | | | | |
| | Recruitment | 1,056 | 0,119 | 0.719 | 8,894 | 0 | 0.719 | 0.719 | 0.72 | 1,000 | 1,000 |

a. Dependent Variable: employee performance

ANOVA^a

| Model | Sum of Squares | Df | MeanSquare | F | Sig. |
|--------------|----------------|----|------------|--------|-------|
| 1 Regression | 1610772 | 1 | 1610772 | 79,097 | .000b |
| 1 residual | 1506965 | 74 | 20,364 | | |
| Total | 3117737 | 75 | | | |

a. Dependent Variable: employee performance

b. Predictors: (Constant), Recruitment

From the table above explains that recruitment and employee

performance apply simultaneously (simultaneously) where the value of f

count is 79.097 greater than f table 3.12 ($79.097 > 3.12$).

CONCLUSSION

analysis of the use of the HR recruitment system on employee performance at PERUMDA TIRTA MANGKALUKU CITY OF PALOPO", the following conclusions can be drawn: (1) Based on simple linear regression testing, in fact there is a significant influence between the HR recruitment system on employee performance at Perumda Tirta Mangkaluku City of Palopo. This is proven by comparing the significance with the value based on the results of the t statistical test, the calculated t value is greater than t table ($8,894 > 1.665$) and employee performance is significant by 0.000, less than 0.005, so this means that recruitment partially has a significant positive effect on employee performance. (2) Based on the ANOVA table, it explains that recruitment and employee performance apply simultaneously where the calculated f value is 79.097 greater than f table 3.12 ($79.097 > 3.12$).

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