

## THE INFLUENCE OF THE RECRUITMENT AND SELECTION PROCESS ON EMPLOYEE PERFORMANCE AT DEANDRA BATIK TULIS LAMPUNG

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### Abstract

The purpose of this study was to determine the extent of the recruitment and selection process for employee performance at Deandra Batik Tulis Lampung. This study used a quantitative approach using questionnaire or questionnaire methods. This study used primary data. Primary data is data generated from questionnaires that have been filled out completely and distributed to all employees, in this case Deandra Batik Tulis Lampung company owner in Lampung and employees totaling 39 people ranging from pattern making, polishing and repair. Recruitment and selection research on hypothesis testing partially shows the presence of significant influence on the performance of Deandra Batik Tulis Lampung employees. Furthermore, together the variables of selection and recruitment of employees affect employee performance together.

Keywords: Recruitment, Selection, Employee Performance

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### 1. Introduction

Any development efforts must not focus on welfare. By having employees who work well, the company will achieve rapid progress. In order to achieve this target, the importance of improving human resources cannot be ignored. In general, an organizational leader has high expectations for each of its members to be able to work consciously and provide good results, in accordance with the tasks he has carried out from the company. Therefore, companies need to improve the quality of their employees. But you have to remember that hiring the best employees is not always easy. The company must conduct an inspection first. One solution is to recruit.

In the process of recruitment and selection related to employee performance, methods of employee recruitment. Deandra Batik Tulis Lampung is different from the recruitment process of other large companies. Usually, small businesses like these batik companies don't use social media platforms to find new employees. But in Deandra Batik Tulis Lampung, the strategy used only relies on personal communication. Then regarding the recruitment process in this company, Mrs. Netty as the owner of the company provided training to all participants. This training aims to teach participants how to make batik properly and correctly so that they can produce products according to customer wishes. After completing the training, prospective employees can now have a thorough understanding of batik. Prospective employees are then given tasks that match their respective abilities. Some people are responsible for drawing patterns, while others are responsible for coloring, designing, and editing.

Several previous studies have been conducted to determine the effect of pros es rekrutmen and selection on employee kinerja. The role of recruitment, selection and performance of employees. Research by Shalahuddin et al (2022) "found that the results of Rekrutmen and selection have a positive influence on employee kine rj, and job placement also has a positive effect f on employee performance." Nasution (2019) "shows

partially, selection has a positive influence on employee performance." Syafrizal (2020) "Showing the results of recruitment variables is very positive and significant on employee work. Setyawati et al (2019) "The results of the study explain that rekrutment has no influence on performance; selection exerts an influence on performance; Placement exerts an influence on performance; Recruitment gives me an influence on selection and that choice has an influence on placement." Lestira et al (2021) "The results of this study are an operations perspective with a strategy to increase the number of employees who take part in the alignment survey, a customer perspective with a strategy to reduce SAIFI, a strategic perspective by fulfilling certification requirements documents, and a financial perspective with a strategy to meet the cost of provision." Tizhe et al (2017) "This study tested the strategy of recrew fitment and selection of employee behavior in the real world using dissidence research survey descriptive. The inferential statistic used is the "one sample T-test" to find out the level of relationship between the recruitment/selection strategy and employee performance."

## 2. Theoretical Background

### 2.1 Definition of Recruitment

Recruitment is necessary to create a company with many vacancies, such as startups, prospective retirees, and so on. The recruitment process aims to find employees, as employees. One of the things he was looking for, hiring everyone who was recruited in the right place. in accordance with Law No. 13 of 2003, contracted to include Indonesia as a user. Use this commander to prevent the company from dealing with natives and aborigines. Once orientation is complete, it's time to hire a repetitive, full-fledged company, with a poor human resources plan. We have a lot of people competing, including: organizational policies, promotion horns, barriers to using them to donate. "The employee exit process is carried out by the company to recruit additional employees through several stages, including identifying and evaluating recruitment sources, identifying job needs, conducting a selection process, and employee placement and orientation." (Hindriari,201, 8).

To attract employees and provide enough employees so that managers can choose the right human resources according to their needs, a recruitment method is needed that can be used effectively in recruitment planning. Recruitment This is the company's main concern in recruitment, so the opportunity to recruit employees will be even greater. , companies will have a greater opportunity to select existing candidates. Indicators of the recruitment process according to Hasibuan (2011) are: 1) Prefix of the recruitment process 2) Sources of Wrinkles 3) Recruitment Method

### 2.2 Definition of Selection

The selection is carried out after the completion of the employee recruitment process, where candidates who meet the requirements will be selected and then the most suitable people will be selected to become company employees. Selection is a step of human resource management called Companionship. Procurement includes measures such as planning, recruitment, selection, placement and production. The admission decision-making process begins with attaching a cover letter and ends after selection. The selection stage is used to determine whether potential candidates will be accepted (Hindriari, 2018) S selection is a process of decision making, whether a person applying for the position is in accordance with the company's criteria. (Setyawati, 2019) "Selection is the second process in labor recruitment." (Tizhe et al, 2017) Selection aims to find employees who

match the criteria and have competencies that are in accordance with the job description or needs of the company or organization and Find employees who are most suitable for a particular position.

Indicators of variables According to Siagian (2008) "selection indicators 1). quality of knowledge 2). knowledge 3). employability accompanying his or her employment 4). quality needs of future employees with the corporate environment 5). alignment between the personal values of the prospective employee and the company."

### 2.3 Employee Performance

Performance comes from the word "Work" or in English called performance that races on carrying out tasks, continuity, actions and achievements. According to (Lestira et al, 2021) "Employee performance is one of the many components in the sustainability of a company to be able to operate. With the absence of adequate performance, an organization will get a lot of risk of failure to losses both financially and even non-financially. Employee work is one of many ways to overcome the shortage of human resources who are not performing well in their roles in an organization. Therefore, it is necessary to develop in improving the ability of employees so that their performance can continue to increase which is useful in achieving the planned goals. Performance will increase if the organization can pay attention to a system that can provide welfare and development in improving the competence of an employee, so that their performance can increase as expected. According to (Syafrizal, 20 20) "Work is the end result of an employee's work, which is quality and quantity, in accordance with his responsibilities. Employees are an important factor in achieving the targets of a company. They play an important role as valuable assets in the company's operations."

Indicators of the Employee Performance variable According to Mathis et al (2012) "Performance indicators that reflect the extent of employee contribution to the organization are: 1). Work Results. This standard emphasizes the quality of employee work rather than the volume of work. 2). Attitude Work. These standards are designed to help a company evaluate the performance of its employees compared to other employees. 3). Individual characteristics. This standard is designed to find the right employee by evaluating the characteristics of the employee."

### 3. Methods

In this study, the type of method used is quantitative method. The object of this study is Deandra Batik Tulis Lampung located on Jl. Garuda Br.8 No.12A, Kemiling, Bandar Lampung City. By using the Non-Probability Sampling technique according to Sugiyono (2018) "Non-Probability Sampling is a way of collecting samples that not all populations can be sampled, only some parts can be taken as samples from existing populations." In this research conducted. Population that became a sample was all employees of Deandra Batik Tulis Lampung totaling 39 employees, as planned by the researcher. The instrument in this study is a questionnaire. This search scale uses a Likert scale with search criteria of 1 or strongly disagree to 5 or strongly agree."

The data analysis in this study aims to determine the effect of dependent variable independent using SPSS Statistics version 26. Validity and reliability were checked before analysis, followed by multiple linear receipt analysis. T-test (partial), F-test (simultaneous) and coefficient determination ( $r^2$ ).

**Table 1.** Operational Definitions of Variables

Variable	Definition	Indicators	Question Item	Scale	Data Sources
<b>Recruitment (X1)</b>	"Recruitment is the process of finding potential individuals to fill certain positions or positions in the company"	1. Basic Recruitment 2. Source Recruitment 3. Recruitment Method	6	Likert	Deandra Batik Tulis Lampung employees totaling 39 people
<b>Selection (X2)</b>	"Selection is one of the operational managements of human resources involving procurement. This procurement consists of several stages, such as planning, recruitment, selection, placement, and production"	1. Suitability 2. Knowledge 3. Skills 4. 3.Kecapabilities 5. 4.Kcompliance 6. Calon needs 7. Employee 8. 5" Compatibility 9. Nilai Calon 10. Employees with 11. Company"	6	Likert	Deandra Batik Tulis Lampung employees totaling 39 people
<b>Employee Performance (Y)</b>	"Work is the end result of an employee's work, which is quality and quantity, in accordance with his responsibilities.	1. 1.Work Results 2. 2.Work Behavior 3. 3.Personal Nature	8	Likert	Deandra Batik Tulis Lampung employees totaling 39 people

#### 4. Results and Discussion

##### 4.1 Validity Test

**Table 2.** Validity Test Results

Variable	Indicators	$r_{calculate}$	$R_{table}$	Condition	Information
Recruitment (X1)	Basis of recruitment	0,733	0,316	" $r_{count} > r_{table}$ "	Valid
		0,624	0,316	" $r_{count} > r_{table}$ "	Valid
	Sources of recruitment	0,510	0,316	" $r_{count} > r_{table}$ "	Valid
		0,733	0,316	" $r_{count} > r_{table}$ "	Valid
		Recruitment methods	0,663	0,316	" $r_{count} > r_{table}$ "
		0,603	0,316	" $r_{count} > r_{table}$ "	Valid
Selection (X2)	Conformity	0,645	0,316	" $r_{count} > r_{table}$ "	Valid
	Skills	0,677	0,316	" $r_{count} > r_{table}$ "	Valid

	Ability	0,662	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
	Suitability	0,833	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
		0,712	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
	Value match	0,834	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
Employee Performance (Y)	Quality of work	0,733	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
		0,687	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
	working quantity	0,678	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
		0,754	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
	Execution of duties	0,631	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
		0,636	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
	Responsibility	0,755	0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid
0,698		0,316	"r <sub>count</sub> >r <sub>table</sub> "	Valid	

Source: Data processed by Researchers through SPSS Version 26,2023

From the table above, the questionnaire is said to be valid if  $r_{count} > r_{table}$  with a significant level of significance  $< 0.05$ . It can be seen that at the time of the test validity of the research instrument on each statement obtained the value of  $r_{count} > r_{table}$ , so it can be said that all statements on the paper are true.

#### 4.2 Reliability Test

**Table 3.** Test Reliability Result

Reliabilities Statistic	
Cronbach's Alpha	N of Items
,902	20

Source: Data processed by Researchers through SPSS Version 26,2023

From the table, the Cronbach alpha value is obtained 0.902. If the value of Cronbach alpha's  $> 0.60$  then the answers that have been filled in by the sample in each variable in this study can be used.

#### 4.3 Analysis of Multiple Linear Regression

**Table 4.** Multiple Linear Regression Test Results

Coefficient <sup>a</sup>						
Model		"Unstandardized Coefficients"		"Standardized Coefficients"	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,558	5,701		,449	,656
	Recruitment	,907	,273	,507	3,323	,002
	Selection	,304	,173	,269	1,761	,087

a. "Dependent Variable: Employee Performance"

Source: Data processed by Researchers through SPSS Version 26,2023

From the table above, it can be seen that regression is formed. The equation is:  $Y = 2.558 + 0.907X_1 + 0.304X_2 + e$  The equation above contains: 1). The value of the code 2.558 means that if there is no influence from each variable, the value of  $Y = 2.558$ . 2). Variable proses recruitment ( $X_1$ ) has a value = 0.907 can be said every increase in  $X_1$  is worth 1%, then  $Y$  will increase by 0.907. 3). Variable  $X_2$  has a value of 0.304 it can be said that every increase in  $X_2$  by 1%, then  $Y$  will increase by 0.304"

## 4.4 Test t (Partial)

**Table 5. T Test Results**

Coefficient <sup>a</sup>						
	Type	"Unstandardized Coefficients"		"Standardized Coefficients"	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,558	5,701		,449	,656
	Recruitment	,907	,273	,507	3,323	,002
	Selection	,304	,173	,269	1,761	,087

a. Dependents Variable: Employees Performance

Source: Data processed by Researchers through SPSS Version 26,2023

From the data above, it can be interpreted as follows: H1: Hypothesis testing variable X1 against Y with the results of  $t_{count} > t_{table}$  ( $3.323 > 1.688$ ) with significant ( $0.002 < 0.05$ ). It can be said that variable recruitment has a significant on the performance of Deandra Batik Tulis Lampung employees. so it was rejected and accepted. H2: Testing the variable selection hypothesis (X2) on employee performance (Y)  $t_{count} > t_{table}$  ( $1.761 > 1.688$ ) with significant  $< 0.05$  ( $0.087 > 0.05$ ). It can be said that H0 is accepted and Ha is rejected, it can be said that there is no influence that occurs on the independent variable on the dependent variable.

## 4.5 Test F (Simultaneous)

**Table 6. F Test Results**

A-N-O-V-A						
	Type	Sum off Square	d.f	Mean Squares	F	Sig.
1	Regression	331,674	2	165,837	18,295	,000 <sup>b</sup>
	Residuals	326,326	36	9,065		
	Total	658,000	38			

a. "Dependents Variables: Employee Performance"  
b. "Predictors: (Constant), Selection, Recruitment"

Source: Data processed by Researchers through SPSS Version 26,2023

From the results of the F test with a significant level of 5%, the value of  $F_{count} < F_{table}$  ( $18.295 < 3.25$ ) It can be said that simultaneously the variables of recruitment and selection have an influence on the variable employee's performance at Deandra Batik Tulis Lampung.

4.6 Coefficient Determinant ( $r^2$ )**Table 7. Coefficient Determinant Test Results n ( $r^2$ )**

I Summary Mode				
Type	R	R Squares	Adjusted R Squares	Std. Error of the Estimate
1	,710 <sup>a</sup>	,504	,477	3,01075

Source: Data processed by Researchers through SPSS Version 26,2023

Based on the value of  $r^2$  shows a value of 0.504, it can be said to mean the ability of the 2 variables, namely recruitment and selection of employees in explaining the variation

in the Y value, which is 50.4%, while 49.6% of the variation in performance value is determined by another factor that is not included in the model.

#### 4.7 Discussion

From the results of the validity test, it is known that each item on the questionnaire is valid, it can be said that way by being able to see from the value of r count obtained  $> 0.316$ . This means that each item in the questionnaire has its own criterion of validity, and all items used represent what is most closely measured in the questionnaire. After reliability tests in this study, the Cronbach alpha value obtained was 0.902. The statements made in this questionnaire can be said to be reliable because the Cronbach Alpha score obtained  $> 0.60$ , and the overall information will reflect the items measured in the questionnaire.

If regression is carried out with coefficients, the ratio of linear regression is:  $Y = 2.558 + 0.907X_1 + 0.304X_2 + e$  Based on the results of the t test (partial) obtained a recruitment variable of  $(3.323 > 1.688)$  with a significant value of  $< 0.05$  ( $0.002 < 0.05$ ) and coefficient regression has a positive value  $f = 0.907$ , so this study successfully tested another hypothesis that says that "recruitment has a significant effect on employees". The results of the t test (partial) on the selection variable obtained a value with  $(1.761 > 1.688)$ , a significance value of  $< 0.05$  ( $0.087 > 0.05$ ), and a positive regression coefficient value of 0.304. So, this study can both test the hypothesis of "selection has a significant effect on employee performance".

"From the results of the F-test with a significance of 5%, it is obtained that F counts  $< F$  table ( $18.295 < 3.25$ ) This means that together a variable recruitment and selection affect the performance of employee in Deandra Batik Tulis Lampung. Based on the value of  $r^2$  (Coefficient of Determination) showing a value of 0.504, it can be said that the ability of the two variables, namely recruitment and employee selection in explaining variations in employee performance values = 50.4% while the rest is 49.6% variations in performance values determined by other factors that are not in the model."

#### 5. Conclusion

"From the results of research and discussion of the results of the test hypothesis a from the statement, conclusions can be drawn: 1) The process of recruitment has a significant influence on the employee's performance. 2) The selection results do not have a significant effect on employee performance. 3) Simultaneous recruitment and selection have an influence on employee performance.

Based on the results of recruitment and selection research at Deandra Batik Tulis Lampung, the author proposed several suggestions for better welfare. One of them is to review several factors, including recruitment methods, how to disseminate recruitment information, the source of labor used, and other related factors. Companies may be asked to add additional requirements during the recruitment process.

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