



UNIVERSITAS BHAYANGKARA JAKARTA RAYA
FAKULTAS EKONOMI DAN BISNIS

Kampus I : Jl. Harsono RM No. 67 Ragunan Pasar Minggu, Jakarta Selatan
Kampus II : Jl Raya Perjuangan, Bekasi Utara Telp : 021. 88955882
Website: www.ubh.ac.id

SURAT KETERANGAN

Nomor: SKET/537/VII/2023/FEB-UBJ

Yang bertandatangan dibawah ini :

Nama : Dr. Tutty Nuryati, S.E., M.Ak.
NIP : 2207562
Jabatan : Wakil Dekan II Fakultas Ekonomi dan Bisnis

Dengan ini menerangkan bahwa nama :

1. Nama : Widi Nugroho
NPM : 201620152003
Jabatan : Mahasiswa Prodi Magister Manajemen
2. Nama : Dr. Beti Nurbaiti, S.T.P., M.E.
NIDN : 0314117307
Jabatan : Dosen Tetap Prodi Akuntansi

Adalah benar sebagai Penulis pada Journal of Accounting, Business and Management (JABM) dengan judul "The Influence of Recruitment, Extrinsic Rewards, and Training on Employee Performance in PT. Bakrie Metal Industries Bekasi", telah terbit pada Volume 30, Nomor 1, ISSN: 0216423X (print), ISSN: 2622- 2667 (online), 1 April 2023- Demikian surat keterangan ini dibuat, agar dapat dipergunakan sebagaimana mestinya.

Jakarta, 27 Juli 2023

A.n. DEKAN FAKULTAS EKONOMI DAN BISNIS
WADEK II


Dr. Tutty Nuryati, S.E., M.Ak.
NIP. 2207562

Tembusan:
- Arsip.

The Influence of Recruitment, Extrinsic Rewards, and Training on Employee Performance in PT. Bakrie Metal Industries Bekasi

Widi Nugroho*
Beti Nurbaiti†

Abstract

Specifically, this study aims to determine how much influence the recruitment of extrinsic reward and training on employee performance at PT. Bakrie Metal Industries Bekasi simultaneously. The population is 344 employees and a sample of 172 employees is taken. The writer uses quantitative methods using structural equation modeling (SEM) with the help of Lisrel 8.8 software ($t\text{-value} \geq 1.96$) and primary data was obtained from questionnaires whose measurements used a Likert scale that was tested for validity and reliability. The results of the study based on the validity and reliability test showed that the data was valid and reliable. Based on the t test and F test shows that recruitment, extrinsic rewards, and training have positive and significant influence on the performance of employees at PT. Bakrie Metal Industries Bekasi. The job description plays an important role for the recruitment process. The training participated by employees must be interesting so that the objectives and training material can be absorbed by the participants, and each of the recruitment variables, extrinsic rewards, and training had a positive and significant effect on employee performance.

Keywords: recruitment, extrinsic rewards, training, employee performance.

I. INTRODUCTION

In the last 5 (five) years, the government has been very focused on infrastructure development, especially the construction of roads, both national roads and highways. One of the products of PT. Bakrie Metal Industries is needed to support government programs, especially the construction of road and bridge infrastructure. Infrastructure development in Indonesia is now prioritized by state-owned contractors and domestic private contracting companies. PT. Bakrie Metal Industries applies work hours at 07.30 WIB, but in reality, there are still employees who arrive late from the appointed hours. The discipline of employees decreased, as seen from employee absenteeism in 2019 is 7% and there was 16% of lost time due to the late attendance of employees. This phenomenon is very detrimental to PT. Bakrie Metal Industries, which includes many factors that cause a decline in employee performance.

Based on this, the study will look at: (1) whether there is a significant influence of recruitment on employee performance; (2) whether there is a significant effect of extrinsic rewards on employee performance; and (3) whether there is a significant influence training on employee performance at PT. Bakrie Metal Industries, Bekasi.

* University of Bhayangkara Jakarta Raya. E-mail: widinugroho.bakrie@gmail.com.

† Assistant professor. Lecturer in the master of management. Faculty of Economics and Business University of Bhayangkara Jakarta Raya, Indonesia. E-mail: bettysigit@gmail.com.