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Tembusan:  
- Arsip.

## THE INFLUENCE OF THE RECRUITMENT AND SELECTION PROCESS ON EMPLOYEE PERFORMANCE AT PT. PADMA SOODE INDONESIA

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### ABSTRACT

This study aims to see the extent of the influence of the independent variable of the Recruitment Process and the free variable of Selection on the variable tied to Employee Performance partially or simultaneously. This research was conducted at PT Padma Soode Indonesia located on Jl. Raya Narogong No.KM.15 Ciketing Udik, Bantar Gebang District, Bekasi City, West Java. The type of research used in this study is a quantitative approach. The sample in this study used *the Random Sampling technique*. The data obtained is primary data from the results of questionnaire answers distributed to 92 respondents and processed using the SPSS program version 22. The results showed that in the partial t test, the Recruitment Process variable did not have a significant effect on Employee Performance and the Selection Variable had a significant effect on Employee Performance. In Test F, the variables of the Recruitment and Selection Process simultaneously affect Employee Performance. The next suggestion to researchers is to conduct research by adding other variables such as placement and with a larger number of respondents.

### INTRODUCTION

Human resources are a key factor in organizations and teams, organizations are based on various visions that are beneficial to humans and led by humans in realizing their goals. Therefore, the functioning of a human organization is a strategic factor (Nurung & Hasmin, 2021). In global competition, every company strives in such a way as to develop the best strategy to compete, so that the right human resources are needed to develop the organization and run business in the organization (Raja, 2018). There are three processes in human resource management that support companies to get quality human resources, namely; recruitment, selection and placement of employees (Andrian et al., 2018).