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Jabatan : Wakil Dekan II Fakultas Ekonomi dan Bisnis

Dengan ini menerangkan bahwa nama :

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

Adalah benar sebagai *co-author* artikel Sinta-2 pada *JABM Journal of Accounting, Business and Management* dengan judul ***“The Influence of Recruitment, Extrinsic Rewards, and Training on Employee Performance in PT Bakrie Metal Industries Bekasi”*** yang akan terbit pada Volume 30 Issue 2, Oktober 2023.

Demikian surat keterangan ini dibuat, agar dapat dipergunakan sebagaimana mestinya.

Bekasi, 22 Februari 2022

A.n. DEKAN FAKULTAS EKONOMI DAN BISNIS

WADEK II



Dr. Wastam Wahyu Hidayat, S.E., M.M.
NIP : 1802324

Tembusan:
- Arsip

Letter of Acceptance

Dear Widi Nugrohoand Dr. Beti Nurbaiti

Your paper “THE INFLUENCE OF RECRUITMENT, EXTRINSIC REWARDS, AND TRAINING ON EMPLOYEE PERFORMANCE IN PT BAKRIE METAL INDUSTRIES BEKASI” has been reviewed.

I am pleased to inform you that your article is accepted for publication in Vol 30, issue 2, October, 2023. JABM is listed in ABDC journal quality list (C rating).

Riyadh, 25th of September 2021
Editor - in - Chief



Nevi Danila MBA Ph.D.

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AIMS AND SCOPE

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

by BETI NURBAITI

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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.

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

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Achraf Haddad

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