The Influence of the Human Resources (HR) Recruitment System on Employee Performance at PT. Bank Rakyat Indonesia (PERSERO) Tbk Pinrang Branch

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Abstract

This research aims to determine the influence of the recruitment system (HR) on employee performance at PT. Bank Rakyat Indonesia Pinrang Branch. The population in this research is all employees of PT. Bank Rakyat Indonesia with the number of respondents. This type of research used is quantitative descriptive. The data sources used are primary and secondary data where the primary data comes from observations and questionnaires. Meanwhile, secondary data is obtained from documentation. The data analysis technique used is Simple Regression Analysis using statistical calculations via the Statistical Package for the Social Science (SPSS) version 26 application. Results of research regarding the Influence of the Human Resources (HR) Recruitment System on Employee Performance at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch found that the recruitment system variable had a positive influence with tcount (15.160) > ttable (0.214) positive and significant results, the Recruitment System variable obtained a tcount of 15.160 and a ttable of 0.214.

Keywords: *Recruitment System, Employee Performance*

INTRODUCTION

Human resources are an important aspect that must be developed by companies. The indicators contained in human resource development are recruitment, selection and performance. Performance is the result of work and work behavior that has been obtained in completing work. Factors that influence performance are: employee quality and ability, performance has a relationship with other human resource functions including functions regarding, recruitment, procurement, training/development, the recruitment process to get applicants who match the quality of qualifications, there must be a job description, namely a written description of the position/position in the company, apart from that there must also be hiring specifications related to a description of education, experience, skills to fill a position in the company. This job description and hiring specifications should be the basic information for recruitment.

Employees determine productivity for the company. Employees will influence the development and progress of the business. Companies need superior and competitive human resources. So, the recruitment process must be carried out correctly, so that the incoming human resources can meet the requirements needed by the company. These human resources can help the company achieve its desired goals. The aim of recruitment is to obtain prospective employees which enables management to select or select candidates according to the qualifications required by the organization or company. Recruitment is carried out to screen applicants. Applicants will be made employees according to the position required. Companies must carry out the recruitment process well, so that the company gets quality employees, therefore the recruitment process is a very important task. The recruitment process requires

great responsibility. Recruitment is an activity that will determine the organization's performance in the future.

The stages that should not be forgotten in a company in managing human resources are starting from the recruitment and selection process. (Hani Handoko, 2001) states that the selection process is a series of activity steps used to decide whether applicants who have registered data are accepted or not. Apart from that, it is also stated that the selection process is the center of personnel management. Therefore, it is very important for companies to prepare well for this selection process. The recruitment and selection process is an important aspect in companies to find new employees who suit the company's needs so that companies can achieve their goals. Likewise with selection, selection becomes a very important aspect when recruitment has been successfully carried out, because at this stage an HRD Manager is required to be more thorough and careful in selecting employees who will later work in a company.   The next stage is the training and development process, how employees who have passed the recruitment and selection process will receive the development training stage, this stage is very important because it is considered that they will be able to grow and develop the knowledge and abilities of employees who will later work in a company.

(Bohlander, 2012) in his book states that the training and development process in companies is a very important aspect, in fact many companies spend large amounts of money for this stage, still in his book, he states that according to industry reports in training magazines at that time, some units Businesses in the United States spend about 5 Million per year to provide training to their employees who each get about 40 hours annually. Recruitment and selection methods that are disseminated via internet media, open up the widest opportunities for recruitment process policies for prospective employees that can meet the company's expectations of attracting as many candidates as possible who are competent, skilled, can work hard, are adaptive and professional. Employee recruitment has conditions, namely trustworthiness. If an employee has a trustworthy nature, the company will be helped to achieve its goals. Apart from that, the nature of trust also needs to be considered to help the company achieve its goal of having seven company values that employees must have. Bank Rakyat Indonesia has seven company values, namely, professionalism, enthusiasm, respect for SDI, trust in integrity, business orientation and customer satisfaction. For this reason, companies must determine prospective employees who are in accordance with the company's seven values.

PT. Bank Rakyat Indonesia Pinrang Branch gets prospective employees from the recruitment process. To get quality employees, the company must carry out the recruitment process well. Therefore, the recruitment process is a very important task so the recruitment process requires a big responsibility. The biggest challenge in an effective selection and recruitment process in Indonesia is the number of quality candidates. The challenge in the recruitment process is the quality of the candidates who apply to their organization. The human resources of a banker as a mentor to drive bank operations must be prepared as well as possible. This is important because considering the service factors provided by these employees determine the success or failure of the bank in the future.

At PT. Bank Rakyat Indonesia Pinrang Branch Recruitment System is an activity in searching for prospective human resources needed by the company provided they meet the qualifications expected by the company to improve employee performance. (Hasibuan, 2010) states that the recruitment system that the company has is an internal recruitment system and external recruitment system. Internal recruitment is an attraction of prospective employees

from around the company itself to fill vacant positions, while the external recruitment system is a search carried out outside the company environment because when the company's internal recruitment system is carried out it does not find suitable candidates. Therefore, an external recruitment system is implemented to fill positions. This process also influences employee performance because there are several factors such as leadership style, responsibility in dividing tasks, communication methods and so on.

RESEARCH METHODS

This type of research uses quantitative descriptive research methods. Quantitative descriptive research is a method that aims to create a picture or description of a situation objectively using numbers, starting from data collection, interpretation of the data as well as the appearance and results (Arikunto, 2006). The location of the research was carried out at Bank Rakyat Indonesia Pinrang Branch Jl. Jendral Sudirman no.59 Kel. Pacongang, District. Paleteang, Pinrang Regency, South Sulawesi. The time of the research was carried out from December 2023 to January 2024. The quantitative data analysis method is descriptive, that is, it has the task of organizing and analyzing numerical data, in order to provide an orderly, concise and clear picture of a symptom, event or situation, so that it can be drawn certain understanding or meaning (Sugiyono, 2014: 245).

RESULTS AND DISCUSSION

Validity test

According to Riyanto and Hatmawan (2020), a validity test is a measurement to show whether a research instrument is said to be valid or suitable for use. The measuring instrument used in this research is a questionnaire. A questionnaire is declared valid if the statements in the questionnaire are able to reveal something that will be measured. . To determine whether the research is valid or not, the following decision-making technique is used:

● If r count > r table then the statement is declared valid

● If r count < r table then the statement is declared invalid

The results of the validity test are shown in table 1 below

Table 1 Validity Test

No	Variabel	Item Pernyataan/Pertanyaan	r hitung	r tabel	Keterangan
1	Sistem Rekrutmen	X1.1	0,504	0,214	valid
		X1.2	0,575	0,214	valid
		X1.3	0,475	0,214	valid
		X1.4	0,611	0,214	valid
		X1.5	0,602	0,214	valid
		X1.6	0,514	0,214	valid
		X1.7	0,611	0,214	valid
		X1.8	0,621	0,214	valid
		X1.9	0,442	0,214	valid
2	Kinerja Karyawan	Y1.1	0,407	0,214	valid
		Y1.2	0,496	0,214	valid
		Y1.3	0,292	0,214	valid
		Y1.4	0,466	0,214	valid
		Y1.5	0,626	0,214	valid
		Y1.6	0,643	0,214	valid
		Y1.7	0,466	0,214	valid
		Y1.8	0,571	0,214	valid
		Y1.9	0,463	0,214	valid
		Y1.10	0,894	0,214	valid
		Y1.11	0,571	0,214	valid
		Y1.12	0,536	0,214	valid

(sumber hasil olah data spss 2024)

From table 1 above it can be seen that all the indicators used in this research variable have a calculated r that is greater than the r table with a sample of 60 with a significance level of 0.05 or 5%. So we can get an r table of 0.214. Based on the results of the validity test, it can be said that all measurement indicators in the questionnaire are valid, so they can be used as research instruments.

Reliability Test

Reliability is the consistency of a series of measurements or a series of measuring instruments that are the same and will provide the same results. A questionnaire is said to be reliable if a person's answers to statements are consistent or stable over time. The lowest limit used for a statement or question item to be declared reliable is 0.6. Below are the results of instrument reliability testing:

Table 2 Reliability Test Results

Variabel	Koefiesien Reliabilitas	Keterangan
Sistem Rekrutemen (X)	0,704	Realiabel
Kinerja Karyawan (Y)	0,688	Realiabel

(sumber : hasil olah data spss 2024)

Based on the reliability test results in table 2 above, it can be seen that the reliability coefficient value of the Recruitment System questionnaire is 0.704 and Employee Performance is 0.688. Based on the reliability coefficient value, it was concluded that all questionnaires in this study were reliable or consistent, so they could be used as research instruments.

Simple Regression Analysis

Simple regression analysis is an analytical tool used to measure the extent of influence between the independent variable, namely the Recruitment System (X) and the dependent variable, namely Employee Performance (Y). This analysis is also used to determine the direction of the relationship between the independent and dependent variables, whether positive or negative (Sugiyoo, 2011). The following are the results of a simple regression analysis shown in table 4.9:

Table 3 Results of Simple Linear Regression Analysis

Coefficients[a]					
	Unstandardized Coefficients		Starndardized Coefficients		
Model	B	Std.Error	Beta	t	Sig.
(Constant)	11.664	2.705		4.312	.000
Sistem Rekrutmen	1.044	.069	.894	15.160	.000

a. Dependent Variable: Kinerja Karyawan

(sumber : hasil olah data spsss 2024)

Based on the simple regression coefficient calculation results in the table above, it shows that the constant coefficient value is 11,664. The variable coefficient (X) is 1,044. So we get the regression equation

$$Y = a + bX + \epsilon$$

From the regression equation above, the following explanation can be given:
1) The constant value is 11,664, which means that if X (recruitment system) is considered 0 then employee performance will remain at 11,664.
2) The regression coefficient which means that the Recruitment System has a positive effect on employee performance
3) .

Hypothesis testing

The t test (partial) is used to test the hypothesis to determine the comparison between the two variables. The t test was carried out to compare tcount with ttable at a significance level of 5%. If tcount > ttable then the independent variable can be said to be significant. For more details, see table 4 below:

Table 4 T Test Results

Coefficients[a]					
Model	Unstandardized Coefficients		Starndardized Coefficients	t	Sig.
	B	Std.Error	Beta		
(Constant)	11.664	2.705		4.312	.000
Sistem Rekrutmen	1.044	.069	.894	15.160	.000

(sumber : hasil olah data spsss 2024)

Based on table 4 above, the significant coefficient value obtained is a significant value of 0.00, which is smaller than the standard value of 0.05% or 5% and the calculated t value = 15.160, while the t table value is 0.214. From these results it can be concluded that the Recruitment System variable has a positive and significant effect on employee performance at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch.

Coefficient of Determination (R2)

The coefficient of determination (R2) shows the extent to which the contribution of the independent variable in the regression model is able to explain variations in the dependent variable. According to Ghozali (2016), a small coefficient of determination value means that the ability of the independent variables to explain the dependent variable is very limited. Conversely, if the value is close to 1 (one) and away from 0 (zero), it means that the independent variables have the ability to provide all information needed to predict the dependent variable. To ascertain the type of relationship between variables can be seen in table 5 below:

Table 5 Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.894	.798	.795	1.410

(sumber : hasil olah data spss 2024)

From table 5 above, it can be seen that the R above is 0.894, a very strong level of closeness of relationship because it is in the range 0.000 – 1.00, which means that there is an influence of the Recruitment System variable (X) on Employee Performance (Y) of 89.4%. . R Square is 79.8%, describing the research model between recruitment system variables and employee performance at 79.8%, the remaining 20.2% is a deficiency in this research model.

Discussion

Based on the results of the analysis regarding the Influence of the Human Resources (HR) Recruitment System on Employee Performance at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch then obtained partial SPSS output results, the Recruitment System variable obtained a t count of 15.160 and a t table of 0.214. This means that tcount 15.160 > ttable 0.214 is statistically significant. The results of this research indicate that partially the Recruitment System variable has a positive influence on employee performance. The Influence of the Human Resources (HR) Recruitment System on Employee Performance at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch.

Based on the results of research X (Recruitment System) and Y (Employee Performance) which was carried out at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch found that there is a positive influence between the recruitment system on employee performance, which means that the more the recruitment system improves, the employee performance can increase, why is that because the recruitment system can improve their performance by working more effectively and efficiently and can also increase creativity and enthusiasm. The recruitment system is the process of searching and attracting a group of prospective employees who have the potential to fill job vacancies. Most organizations have a recruitment system managed by the human resources department. In erasure, most organizations

focus on effective and efficient work, a system for recruiting the right people for a job is made a top priority. Having a correct recruitment system is a science or method of how to manage the relationships and roles of resources owned by individuals effectively and efficiently, and can be used optimally so that the company's goals are achieved.

And the results of this research are in accordance with research conducted by (Dimas Yunanda, 2022) with the title "The Influence of Recruitment on Employee Performance at PT Bank Syariah Indonesia Pekanbaru Branch" has a positive and significant effect on employee performance at PT Bank Rakyat Indonesia Pekanbaru Branch.   And the results of this research are in line with previous research which was used as reference material and comparison material conducted by (Boihaki, 2022) with the title "The Influence of Employee Selection and Recruitment on Employee Performance at PT. Bank Rakyat Indonesia (Persero) Tbk, Sigli branch, Pidie Regency," based on research results, shows that the employee recruitment system and employee performance influence employee selection and recruitment factors.

CONCLUSION

Based on the results of this research and discussion regarding the influence of the human resource (HR) recruitment system on employee performance at PT. Bank Rakyat Indonesia Pinrang Branch concluded that recruitment at PT. Bank Rakyat Indonesia (Persero) Tbk Pinrang Branch can be concluded that the recruitment that occurred in the company is felt to be good, the company has succeeded in recruiting the best employees for the company, employee performance at PT. Bank Rakyat Indonesia Pinrang Branch is in the very good category, so the work given will be completed optimally. Recruitment has a positive and significant influence on employee performance at PT. Bank Rakyat Indonesia Pinrang branch. This is proven by the partial test value tcount being greater than ttable.

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