

**THE INFLUENCE OF EMPLOYEE SELECTION ON WORK PRODUCTIVITY AT  
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**Abstrak**

*HR development is not just about recruitment and training, but also involves career management, performance management, rewards, and inter-employee relations. Organizations that successfully build an inclusive culture and focus on employee development will create an environment where every individual feels valued and has opportunities to grow. The main objective of this study is to analyze the effect of employee selection on work productivity in the hotel industry. By analyzing the factors that influence employee selection as well as their impact on productivity, this research is expected to provide useful insights for HR practitioners in improving employee selection and management strategies. In addition, this research is also expected to contribute to the development of HR management theory. The population in this study was employees of the Reyhan Square Hotel which amounted to 40 people. The population used was also a sample in this study. Where the sampling technique used is saturated sampling. Saturated sampling is a sampling technique when all members of a population are used as samples. The method used in this study is quantitative, quantitative data that focuses on measuring and analyzing statistical number-based data. By using a survey method approach to find the cause and effect. The conclusion of this study, Variable X, namely Selection, has a positive and significant effect on the work productivity of Reyhan Square Hotel with a Selection coefficient (X) value of 0.437 and a calculated t value of 2,824 t table 2,024 with a significant value of 0.008 0.05.*

**Keywords: Employee Selection, Work Productivity**

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**INTRODUCTION**

Management Human Resources (HR) plays an important role in the achievements and progress of an association. HR is the main component that supports organizational tasks, development and achieving important goals. In this era of globalization and increasingly fierce business competition, associations must understand and monitor human resources carefully to make representative potential more effective and achieve excellence.

When talking about HR management, it is important to understand the hierarchical setting and business climate in which HR operates. In a period of rapid data creation and innovation, associations face new difficulties in selecting, creating and retaining workers who have skills related to advertising needs. The ever-changing business climate requires quick and adaptable variations, and HR plays a part in managing these efforts.

HR development is not just about recruitment and training, but also involves career management, performance management, rewards, and employee relations. Organizations that successfully build an inclusive culture and focus on employee development will create an environment where every individual feels valued and has opportunities to grow. Human resource development is also closely related to creativity and innovation, because employees who feel involved will be more inclined to contribute new ideas that support organizational growth.

Information technology and digitalization have changed the way organizations manage HR. Technology-based HR management systems enable companies to manage employee data more efficiently, conduct in-depth performance analysis, and make decisions based on evidence. However, while taking advantage of technology, it is also important to consider ethical and privacy aspects in managing employee data.

This selection basically hopes to obtain workers who meet the needs and have abilities in accordance with current work responsibilities. Organizations must select workers who are successful, useful, and equipped to achieve the organization's vision and mission. Therefore, it can be reasoned that selection interactions, which are important for structuring the underlying human assets of an organization, can impact higher levels of work efficiency. Apart from creating extra incentives for the organization, workers also gain higher job satisfaction. They also have areas of strength to fill in their profession and see the potential for advancement within the organization.

Productivity is the quality and quantity of work completed by a representative in completing his or her obligations in accordance with the obligations given. What is meant by representative efficiency is the work results that can be achieved by an individual or those gathered in an association, in accordance with their respective authorities and obligations. to achieve the goals of the association in question legally, without abusing the law and in accordance with ethics and morals.

The main objective of this research is to analyze the effect of employee selection on work productivity in the hotel industry. By analyzing the factors that influence employee selection and their impact on productivity, this research is expected to provide useful insights for HR practitioners in improving employee selection and management strategies. Apart from that, it is also hoped that this research can contribute to the development of HR management theory. With a deep understanding of the strategic role of HR, the importance of proper employee selection, and a research focus on the influence of selection on the Rayhan Square Hotel, we have provided at least 3 types of rooms at this hotel. The rooms at the Rayhan Square Hotel are Standard Twin or Double, Deluxe Double and also Junior Suite. The facilities that Rayhan Square Hotel guests can receive can be said to be excellent. At the Rayhan Square Hotel, tourists can enjoy twin or double beds, air conditioning, and a bathroom plus shower. In the Rayhan Square Hotel rooms there is also a flat screen TV, a seating area, toiletries, wifi access and a wardrobe too.

The hotel industry is an economic sector that continues to grow, and employee work productivity is a critical factor in maintaining company competitiveness. In this context, employee selection is an important aspect in forming an effective work team and contributing positively to achieving company goals. Rayhan Square Hotel, as one of the major players in this industry, faces challenges in increasing employee productivity.

One of the problems identified is the mismatch between employee qualifications and the job they are carrying out. Employees who do not have the appropriate skills, knowledge, or experience for the position being filled may have difficulty performing their duties, hindering overall productivity. Therefore, it is necessary to carry out an in-depth review of the employee selection process at the Rayhan Square Hotel to ensure that the employees selected have competencies that match the demands of their work.

By detailing these challenges, it is hoped that this research will provide practical recommendations for the Rayhan Square Hotel to improve the employee selection process and, ultimately, increase the work productivity of their employees.

**RESEARCH METHODS**

This type of research is a type of quantitative research that focuses on measuring and analyzing data based on numbers and statistics using survey methods to look for causes and effects. According to (Ahmad Yusdarwin Waworuntu 2022), the aim of this research was to examine the characteristics of workforce selection on employee productivity and effectiveness. Used to research certain populations or samples, collect data through research instruments, analyze quantitative/statistical data, with the aim of testing predetermined hypotheses, the place/location of this research is REYHAN SQUARE HOTEL which is located at Jl. General Ahmad Yani No.61, Benteng, Kec. Fort, Kab. Selayar Islands, South Sulawesi 92811 This research was carried out on 1 September – 8 September May 2023..

**RESULT AND DISCUSSION**

**A. Research Result**

**1. Gender**

**Table 1.** Characteristics of respondents based on gender

No.	Gender	Frequency	Percentage
1.	Man	24	60%
2.	Woman	16	40%
	Total	40	100%

*Source: Results of data processing IBM SPSS Statistics, 2023*

Based on table 1. above, it can be seen that there are 24 males with a percentage value of 60% and 16 females with a percentage value of 40%. So it can be said that the employees of the Reyhan Square Hotel, Selayar Islands Regency, are dominated by men.

**2. Reliability Test**

According to Sugiono, the reliability test is used to measure an instrument to what extent the instrument can be trusted. An instrument is said to be reliable if the Cronbach Alpha value is greater than 0.60. The following are the results of the reliability test in the table below:

**Table 2.** Reliability Test

No.	Variable	Cronbach's Alpha	Reliability Standards	Information
1.	Work Life Balance	0,819	0,60	Reliable
2.	Employee Performance	0,860	0,60	Reliable

*Source: Results of data processing IBM SPSS Statistics, 2023*

From table 2 above it can be concluded that the results of each calculation of the Selection (X) and Productivity (Y) variables have a Cronbach's Alpha value greater than 0.60. So it can be said that all the variables in the instrument are reliable.

### 3. Partial Test

**Table 3. t Test Results  
Coefficients<sup>a</sup>**

	Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.491	3.624		4.826	.000
	Selection	.437	.155	.417	2.824	.008

a. Dependent Variable: productivity

Source: Results of data processing IBM SPSS Statistics , 2023

above, it can be seen that  $t_{count} > t_{table}$  ( $2.824 > 2.02439$ ) and the significance value of the Selection variable  $< 0.05$  ( $0.008 < 0.05$ ), then it can be concluded that the hypothesis is accepted which means that Selection has a positive and significant effect on Employee Performance at Reyhan Square Hotel Regency Selayar Islands.

### 4. Determination Test

The coefficient of determination is used to predict how big the contribution of the independent variable or dependent variable is. The independent variable (X) on the dependent variable (Y), as well as the coefficient of determination value, shows how the influence of variable X contributes at the same time..

**Table 4. Determination Test**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.417 <sup>a</sup>	.173	.152	3.209

a. Predictors: (Constant), Selection

Source: Results of data processing IBM SPSS Statistics, 2023

The results of simple regression show that the coefficient value is large determination of 0.173 means that the Selection variable is able to explain variations in employee performance variables of 17.3% and the remaining 82.7% is influenced by other factors not examined.

### B. Discussion

The results of this research indicate that the selection process for the Reyhan Square Hotel, Selayar Islands Regency is in the "medium" category. Where, this can be seen from the results of the tabulation of questionnaire answers that have been distributed within the company which shows that employee work productivity will increase after following the initial human

resource planning in the Reyhan Square Hotel Company, namely the implementation of selection.

Based on the research results, it can be seen that most of the Reyhan Square Hotel employees who were respondents in this study were aged 19 to 25 years. Most of the Reyhan Square Hotel employees who were respondents in this research had completed a high school or equivalent education level. Apart from that, most of the Reyhan Square Hotel employees who were respondents in this research were 24 men and 16 women as company employees, of the 40 respondents 13 were married and 27 were unmarried.

The selection process for the Reyhan Square Hotel is in the bad category. In this way, Hotel Reyhan Square can improve its selection process by ensuring that it follows the agreed concept and pays attention to good selection principles, such as objectivity, transparency and equality of opportunity. This will help them get employees who are not only competent but also make a positive contribution to the company's productivity and progress.

The influence of selection on employee productivity through regression testing, it turns out that there is a positive influence between recruitment and employee performance. This shows that the implementation of selection, especially the Reyhan Square Hotel, has an impact on employee performance, where the better the selection, the impact on employee performance will be further improved.

Based on calculations using the correlation coefficient, it shows that the relationship between the selection process and work productivity is moderate and the positive sign (+) shows that the summary is in the same direction, which means that if the selection process is carried out correctly, work productivity will increase. Likewise, if the selection is not carried out correctly, work productivity will decrease

Based on the results of partial hypothesis testing (t test) which shows that  $t_{count} > t_{table}$  ( $2.824 > 2.02439$ ) with a significant value of  $0.008 < 0.05$  so it can be concluded that based on the t test shows that selection has a positive and significant effect on employee work productivity in Reyhan Hotel Square.

## CONCLUSION

This research aims to determine the influence of choosing the Reyhan Square Hotel, Selayar Islands Regency. Based on the results of the research and discussion, the author can conclude that the variable x, namely Selection, has a positive and significant effect on work productivity at the Reyhan Square Hotel with a Selection coefficient (X) value of 0.437 and a calculated t value of  $2.824 > t_{table}$  2.024 with a significance value of  $0.008 < 0.05$ .

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