

Outsourcing Employee Recruitment And Selection Process

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Abstract

The impact of the recruitment and selection procedure on the performance of outsourced employees at Paskal Hyper Square Bandung has been studied. According to the findings of the study, the recruiting and selection processes have a favorable and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung, with recruitment being the most influential variable. Recruitment variables have a favorable and significant impact on outsourced employees' performance at Paskal Hyper Square Bandung.

Keyword: *Recruitment Process; Selection; Outsourced Employee Performance*

INTRODUCTION

Human resources (HR) are very important in a company or organization for achieving goals. In the current era of globalization, companies are required to be able to compete with other companies. The development of sophisticated technology will be useless if it is not supported by good human resources. The existence of human resources within the company is the main pillar and driving force of the company in an effort to realize the company's vision and mission. Therefore, human resources must be managed well to increase organizational effectiveness and efficiency.

One of the activities in human resource management is the implementation of recruitment and selection. According to Komariyah (2022), recruitment is a series of activities used by an organization to attract job applicants who have the abilities and attitudes needed to help the organization achieve its goals. In line with the company's vision, mission, and strategy to become the largest mall management company in Bandung, to achieve this goal, the company must have human resources who are experts in their fields. Therefore, Paskal Hyper Square Bandung must be able to understand how to get employees who meet the required criteria and how to manage employees who come from different backgrounds, skills, and abilities so that employees can work according to their skills and abilities. type of work assigned.

There is an empirical gap that states that there is an influence between recruitment (X1) and selection (X2) variables on performance (Y). This is proven in research from Laelawati (2022), which states that the recruitment and selection process has a positive and significant influence on employee performance. This research shows that there is a positive and significant influence of recruitment variables on employee performance. There is a positive and significant influence of selection variables on employee performance. There is a positive and significant influence of the recruitment and selection variables together on employee performance.

RESEARCH METHODS

The population of this research is all 78 outsourced employees at Paskal Hyper Square Bandung. The sampling method in this research uses the census method, namely a sampling method where the number of samples is the same as the population, namely 78 people. The types

of data in this research consist of qualitative data and quantitative data. The data sources in this research consist of primary data and secondary data. The data collection technique in this research uses questionnaires, observation, and interviews, and the data analysis tool in this research uses multiple linear regression analysis.

RESULT AND DISCUSSION

Reliability Test

This reliability test is carried out to see the consistency of data if measurements are carried out repeatedly. Reliability testing is used to determine the consistency of the measuring instrument in the questionnaire, meaning whether the measuring instrument will get consistent measurements if the measurement is repeated. The instrument is said to be reliable if the Cronbach Alpha value is > 0.5.

No	Variable	CronbachAlpha	Standard Cronbach Alpha	Information
1	Recruitment (X1)	0.505	0.5	Reliable
2	Selection (X2)	0.599	0.5	Reliable
3	Performance (Y)	0.871	0.5	Reliable

Source: SPSS data processing results, 2023

Based on the table above, it is known that the recruitment variable (X1), selection variable (X2) and employee performance variable (Y) are declared reliable, because all variables have a Cronbach Alpha value > 0.5. In this way, it can be concluded that all variables in this study are declared reliable.

Multiple Linear Regression Test Results

The multiple linear regression test aims to test whether there is a mathematical influence between the independent variables on the dependent variable. The results of multiple linear regression testing can be seen from the table below:

Table 4. Multiple Linear Regression Test
Coefficientsa

		UnstandardizedCoefficients		StandardizedCoefficients	
Model		B	Std. Error	Beta	Sig.
1	(Constant)	15,898	5,353		,003
	Recruitment	,544	,254	,295	,044
	Selection	,321	,154	,280	,055

a. Dependent Variable: Performance

Source: SPSS data processing results, 2022

Based on the calculations in table 9, the resulting regression model as an explanatory model of the influence of recruitment and selection on employee performance can be stated as follows: $Y = 15.898 + 0.544 X1 + 0.321 X2 + e$. Based on the regression equation, the following

explanation can be put forward:

- 1) The regression coefficient for the characteristic variable. The constant value (a) is 15.898 which means that if the recruitment variable (X1) and selection variable (X2) are zero (0), then the employee performance value is equivalent to the constant value, namely 15.898. This means that even without recruitment variables and selection variables, the performance variable still gets a value of 15.898.
- 2) The coefficient value of the recruitment variable (X1) is 0.544. This means that if the recruitment variable (X1) increases by 1, assuming that the selection variable (X2) is constant, then the employee performance value (Y) will increase by 0.544. Viewed from the side

a. The Influence of the Recruitment and Selection Process on Employee Performance Outsourcing at Paskal Hyper Square Bandung

Based on the results of the simultaneous tests carried out, it can be seen that the significance value of the influence of recruitment and selection on employee performance is < 0.05 . So from these results, it can be concluded that simultaneous recruitment and selection have a positive and significant effect on employee performance. The most dominant variable that influences performance is recruitment. In this way, H_a can be accepted and H_o is rejected, which means that the recruitment and selection process simultaneously has a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung.

From the results of this research, it can be said that carrying out the stages and procedures of the recruitment and selection process is very important so that companies can get quality employees. The better the recruitment and selection process carried out by Paskal Hyper Square Bandung, the better the performance impact will be produced by outsourced employees at Paskal Hyper Square Bandung. This research also supports the research results of Billy Renaldo, Viktor Lengkong, and Silky Jeova Moniharapon (2015), which concluded that simultaneous recruitment and selection had a positive and significant effect on employee performance at PT. Sulutgo Bank.

b. The Influence of the Recruitment Process on the Performance of Outsourced Employees at Paskal Hyper Square Bandung

Based on the results of the partial tests carried out, recruitment variables can be identified with a calculated t value $> t$ table and a sig value < 0.05 . So from these results, it can be concluded that the recruitment variable partially has a positive and significant effect on employee performance. In this way, H_a is accepted and H_o is rejected, which means that the recruitment process has a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung.

The recruitment process is a very important stage in looking for potential and qualified employee candidates. Companies must consider carefully before determining the steps in carrying out recruitment. If the recruitment process at Paskal Hyper Square Bandung is carried out well based on human resource management science guidelines, then you can be sure that the prospective employees who will be recruited will also have good performance. The results of this research also support the research results of Roidah Lina (2020), who concluded that recruitment partially has a positive and significant effect on employee performance.

c. The Influence of Selection on the Performance of Outsourced Employees at Paskal Hyper Square Bandung

Furthermore, from the results of the partial test carried out, it can be seen that the selection variable has a calculated t value $< t$ table with a sig value < 0.05 . So from these results, it can be concluded that the selection variable does not partially have a positive and significant effect on employee performance. In this way, H_a is rejected and H_o is accepted, which means that the selection process does not have a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung.

Based on the statements of outsourcing employees who were respondents in this research, the reason that selection did not affect employee performance was because respondents felt that the selection process carried out by Paskal Hyper Square Bandung was not in accordance with the rules or policies that had been set. One of the factors was that 9.8% of respondents strongly disagreed. Agree that in the selection process, Paskal Hyper Square Bandung prioritises employees who already have experience. The results of this research support the research results of Ena Atikawati and Raswan Udjang (2015), who concluded that there was no positive or significant influence of selection on employee performance. Didi S. Riyadi R Vikaliana (2020) said that selection variables do not have a positive and significant influence on employee performance at the PT. Suzuki Finance Indonesia Head Office in Jakarta.

CONCLUSION

Recruitment and selection together have a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung. Recruitment has a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung. Selection does not have a positive and significant effect on the performance of outsourced employees at Paskal Hyper Square Bandung.

The recruitment process has the most dominant influence on the performance of outsourced employees at Paskal Hyper Square Bandung. This can be seen from the Unstandardized Coefficients value for recruitment which is greater than selection

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