

**THE INFLUENCE OF EMPLOYEE RECRUITMENT SYSTEM AND
PERFORMANCE ON INCREASING EMPLOYEE PRODUCTIVITY
BANYORANG COFFEE PROCESSING CENTER TOMPOBULU DISTRICT,
BANTAENG REGENCY**

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Abstract

This study aims to (1) determine the recruitment system has a partial effect on increasing employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng district. (2) Knowing that employee performance has a partial effect on increasing employee productivity at the banyorang coffee processing center, Tompobulu sub-district, Bantaeng regency. (3) Knowing the recruitment system and employee performance simultaneously influence the increase in employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng regency. This research was conducted at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng district. The data used in this study are primary and secondary data, with a total sample of 30 people. The results of the research hypothesis show that the recruitment system has a partial effect on employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency. This result means that with a good recruitment system, there will be an increase in Employee Productivity. The results of the research hypothesis show that employee performance has a partial effect on employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency. This result means that with good performance, there will be an increase in Employee Productivity. The results of the research hypothesis show that the recruitment system and employee performance simultaneously influence employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency.

Keywords: *Recruitment, Performance, Productivity*

1. INTRODUCTION

Indonesia is a country with the fourth largest human resources in Asia. With a large population, Indonesia should be able to create human resources who have the knowledge and skills to compete in the world of work. Low labor productivity has an impact on low state revenues to finance human resource development. The ongoing crisis and the unstable political situation can disrupt the country's production. This also has an impact on world trade, Indonesia is cornered due to the low exchange rate of the Rupiah.

According to Hadipranata (2000), low productivity has an impact on large income gaps, unemployment and low education levels of the workforce. Based on UNDP data for 1991, it shows that Indonesia's human resources compared to foreign countries are still relatively low

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Sri Mudefi, Zainal Ruma, Abdi Akbar, Siti Hasbiah, Agung Widhi Kurniawan

where Indonesia is ranked 98th, while the Philippines is ranked 84th, Thailand is ranked 66th, Malaysia is ranked 52nd, Brunei is ranked 42nd, Singapore is ranked 37th, Hong Kong is ranked 25th. , Australia is ranked 9th, the Netherlands is ranked 8th and Japan is ranked 1st.

A good company must be able to measure each employee's performance, because this is one of the factors that determines whether a target given by the company can be achieved or not. The work performance of an employee is not always in good condition because this can be influenced by several things, therefore it is better if the company leader knows what factors can affect the work performance of each employee.

Companies must have employees who are knowledgeable and highly skilled and try to manage the company as optimally as possible, so that employee performance increases. Improving employee performance brings the company progress to be able to survive in a fluctuating competitive business environment. Improving employee performance is the most important thing, because the company's success depends on how these employees succeed in the company.

An organization that wants to grow and develop always strives to increase work productivity as part of the organizational system, including management systems, functional systems and operational systems. Productivity is often associated with efficient methods and systems, so that the production process takes place on time and thus no overtime is needed with all its implications, especially cost implications.

One of the human resource controls is recruitment. Recruitment is the process of finding and selecting qualified candidates to work in companies or organizations. This process begins when the organization seeks new candidates from different sources and in different ways and ends with the submission of applications. When the recruitment process is done correctly, the result is a pool of candidates who are then selected to ensure that those who best meet all the requirements are accepted as employees in their employing organizations.

Employee productivity is influenced by the recruitment system carried out by the company such as the implementation of employee procurement, determination of requirements, selection procedures. Companies must be able to identify employees who are ready to fill certain positions in accordance with employee competencies.

In this study, based on the background previously explained that the employee recruitment system, performance and productivity are very important for the progress of the Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency. Based on the observation results, it is known that the recruitment system, employee performance and employee productivity are still low. This is a problem that needs to be fixed by the Banyorang Coffee Management Center in order to create good work productivity. This became the author's basis for conducting research at the Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency.

2. RESEARCH METHOD

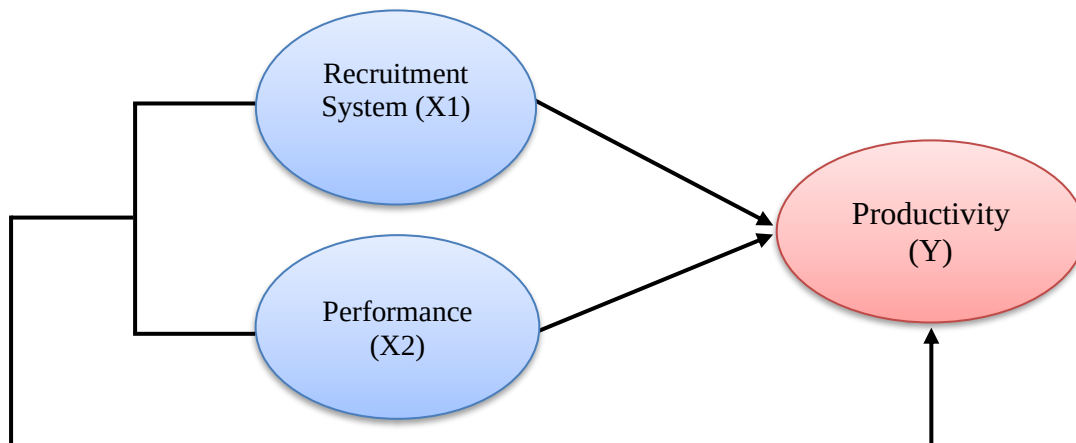


Figure 1. Framework of Mind

Based on the framework and departing from the existing problems, the authors make the following hypothesis:

- H1 : There is a partial effect of the recruitment system on increasing employee productivity at the Banyorang Coffee Management Center, Bantaeng Regency
- H2 : There is a partial influence of employee performance on employee productivity at the Banyorang Coffee Management Center, Bantaeng Regency
- H3 : There is a simultaneous influence between the recruitment system and employee performance on employee productivity at the Banyorang Coffee Management Center, Bantaeng Regency

The type of research used in this research is quantitative research which can be considered as a positivist based research method used to study a particular population or sample. Research tools are used in gathering information, examining information that is quantitative/factual in nature, essentially testing the hypotheses that have been set. This study aims to determine the effect of variable (X1) recruitment system, variable (X2) employee performance on variable (Y) employee productivity.

The population in this study were all employees of the Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency, with a total of 30 people. Seeing that the total population of Banyorang coffee management center employees is 30 people, all populations are included as research samples.

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Sri Mudefi, Zainal Ruma, Abdi Akbar, Siti Hasbiah, Agung Widhi Kurniawan

3. RESULTS AND DISCUSSION

Research result

a. Validity test

1) Recruitment system (X1)

By comparing the value of r_{table} with $r_{valuecount}$ (Pearson Correlation), the r_{count} value of all statement items is above 0.349. Reveals whether or not the research data is valid. The research questionnaire has been found to be 100% valid.

2) Employee performance (X2)

By comparing the value of r_{table} with $r_{valuecount}$ (Pearson Correlation), the r_{count} value of all statement items is above 0.349. Reveals whether or not the research data is valid. The research questionnaire has been found to be 100% valid.

3) Employee productivity (Y)

By comparing the value of r_{table} with $r_{valuecount}$ (Pearson Correlation), the r_{count} value of all statement items is above 0.349. Reveals whether or not the research data is valid. The research questionnaire has been found to be 100% valid.

b. Reliability test

Reliability is actually part of a survey that is a sign of a variable or construct. If the response to the statement is consistent or stable over time, and if alpha is greater than r_{table} , the variable is said to be reliable or can be trusted.

Table 1. Variable reliability test results

Cronbach's Alpha	N of Items
,934	28

Source: SPSS Data Processing Results 23

Table 1. shows that the alpha value is 0.934; comparing this value with the r_{table} value with a value of $N = 30$ to find the distribution of r_{table} values with a significance level of 5%, and we find that the r_{table} value is 0.349. Overall, Alpha score = $0.934 > r_{table} = 0.349$, which implies that survey items should be robust or reliable as information gathering devices in this exam.

3.2 Classical Assumption Test

a. Normality test

Table 2. Normality test results

		X1	X2	Y
N		30	30	30
Normal Parameters, b	Means	34,83	35,43	47,47
	std. Deviation	5,742	3,588	7,496
Most Extreme Differences	absolute	,114	,104	,172
	Positive	,084	,104	,172
	Negative	-,114	-,085	-,142
Kolmogorov-Smirnov Z		,623	,569	,940
asympt. Sig. (2-tailed)		,833	,902	,340

a. Test distribution is Normal.

b. Calculated from data.

The results of the normality test show that the value *asympt. Sig. (2-tailed)* > 0.05, so it can be stated that the research data has fulfilled the normal distribution data.

b. Multicollinearity Test

Table 3. Multicollinearity Test Results

Model	Coefficients ^a						
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
(Constant)	15,575	13,854		1,124	,271		
1 Recruitment	,232	,239	,178	,974	,339	,925	1,082
Performance	,672	,382	,322	1,760	,090	,925	1,082

a. Dependent Variable: Productivity

Source: SPSS Data Processing Results 23

Based on the results of the multicollinearity test in table 3, it shows that the Tolerance value of 0.925 is greater than > 0.10 or the same as the VIF value of 1.082, which is 10.00 smaller so that it can be stated that the research data does not occur multicollinearity

c. Heteroscedasticity test

Table 4. Heteroscedasticity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	-2,464	7,748		-,318	,753
1 Recruitment	,086	,133	,126	,644	,525
Performance	,141	,213	,129	,660	,515

a. Dependent Variables: RES2

Source: SPSS Data Processing Results 23

Based on the Glejser test by looking at the sig. And the heteroscedasticity test. The x1 variable is 0.525 and the significance value of the x2 variable is 0.515 or the sig value. > 0.05. So it can be concluded that the regression model does not have heteroscedasticity.

d. Linearity Test

Linearity test can be done with a linearity test. The criteria are: If the linearity significance value is ≤ 0.05 , it means that there is a linear relationship between the independent variable and the dependent variable

THE INFLUENCE OF EMPLOYEE RECRUITMENT SYSTEM AND PERFORMANCE ON INCREASING EMPLOYEE PRODUCTIVITY BANYORANG COFFEE PROCESSING CENTER TOMPOBULU DISTRICT, BANTAENG REGENCY

Sri Mudefi, Zainal Ruma, Abdi Akbar, Siti Hasbiah, Agung Widhi Kurniawan

Table 5. Linearity test X1 with Y

ANOVA Table							
			Sum of Squares	df	MeanSquare	F	Sig.
Productivity * Recruitment System		(Combined)	1012,821	16	63,301	1,551	,215
	Between	Linearity	549,863	1	549,863	13,470	,003
	Groups	Deviation from Linearity	462,959	15	30,864	,756	,701
		Within Groups	530,679	13	40,821		
		Total	1543,500	29			

Source:SPSS Data Processing Results 23

Table 6. Linearity test X2 with Y

		Sum of Squares	df	MeanSquare	F	Sig.
Productivity * Performance	(Combined)	606,717	11	55,156	1,060	,441
	Between Groups	248,336	1	248,336	4,772	.042
	Linearity					
	Deviation from Linearity	358,381	10	35,838	,689	,722
	Within Groups	936,783	18	52,044		
	Total	1543,500	29			

Source:SPSS Data Processing Results 23

Based on tables 5 and 6, the sig. Deviation from linearity of the variables X1 and X2 with Y respectively 0.701 and 0.722 which is greater than the significant level of 0.05. Based on the values obtained, it can be concluded that the data shows a linear relationship between the recruitment system, employee performance , and employee productivity.

e. Autocorrelation test

The autocorrelation test aims to see whether the linear regression model has a margin of error between period t and period t-1

Table 7. Autocorrelation Test Results

	Durbin-Watson (DW)
Mark	1,984

Source: SPSS Data Processing Results 23

The Durbin-Watson test produces an analysis result of 1.984, which indicates that the Durbin-Watson (DW) value is between -2 and 2, indicating that there is no autocorrelation problem in the research data.

Hypothesis Testing

a. Partial Test (t test)

1) Test the hypothesis I

"There is a partial influence between the recruitment system on increasing employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng regency."

"There is no partial effect between the recruitment system on increasing employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng regency."

Table 8. X1 t test results against Y

Variable	Coefficient Value
XI	0.597
Constant	25,781
R	0.597
R2	0.356
tcount	3,936
ttable	1,697
Sig.	0.000

Source:SPSS Data Processing Results 23

The hypothesis that there is a significant and positive effect on employee productivity will be tested. By t-test, significance test. At a significance level of 95%, the tcount is 3.936 while the ttable value is 1.697 indicating that the tcount is greater than the ttable. Thus the first hypothesis is accepted which states that the Banyorang Coffee Processing Center recruitment system, Tompobulu District, Bantaeng Regency partially contributes to increased employee productivity

2) Test the hypothesis II

"There is a partial influence between employee performance on increasing employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng district."

"There is no partial effect between employee performance on increasing employee productivity at the Banyorang coffee processing center, Tompobulu sub-district, Bantaeng district."

Table 9 X2 t test results against Y

Variable	Coefficient Value
X2	0.699
Constant	22,094
R	0.680
R2	0.462
tcount	4,903
ttable	1,697
Sig.	0.000

Source:SPSS Data Processing Results 23

THE INFLUENCE OF EMPLOYEE RECRUITMENT SYSTEM AND PERFORMANCE ON INCREASING EMPLOYEE PRODUCTIVITY BANYORANG COFFEE PROCESSING CENTER TOMPOBULU DISTRICT, BANTAENG REGENCY

Sri Mudafi, Zainal Ruma, Abdi Akbar, Siti Hasbiah, Agung Widhi Kurniawan

The hypothesis that there is a significant and positive effect on employee productivity will be tested. By t-test, significance test. At a significance level of 95% $t_{count} > t_{table}$ a t_{count} value of 4.903 is in accordance with the results of the t test, while the t_{table} value is 1.697. Thus, the first hypothesis is accepted which states that the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency has experienced an increase in employee productivity partially due to employee performance.

3) Test the hypothesis III

Using multiple regression analysis with two predictors, a simultaneous test (F test) was performed. As shown in the following table,

Table 10 Interpretation of F Test

Variable	FCount	Ftable	Significance
X1 and X2 against Y	14,298	3.70	0.000

Source:SPSS Data Processing Results 23

Table 10. above shows that Fcount is 14.298 when compared to Ftable of 3.70 at an interest level of 95%, then the value of $F_{count} > F_{table}$. Meanwhile, the significance level of 0.000 is below 0.05. Thus Hypothesis 3 is accepted, which indicates that Y is influenced simultaneously by X1 and X2. Therefore, it can be concluded that "There is a simultaneous influence between the recruitment system and employee performance on increasing employee productivity Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency".

Coefficient of Determination (R²)

Table 11. Determination Test Results (R²)

Summary model b

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,717a	,514	,478	4,913

a. Predictors: (Constant), Performance, Recruitment System

b. Dependent Variable: Productivity

Source:SPSS Data Processing Results 23

The simultaneous coefficient (R-squared) of 0.514 shows the percentage of influence of the independent variable on the dependent variable. This shows that the independent variable influences the ups and downs of the dependent variable, namely employee productivity (Y). 51.4% of the variance can be related to employee performance and the recruitment system (X1), while the remaining 48.6% is not related to this study.

Discussion

a. The Effect of the Recruitment System on Increasing Employee Productivity Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency

The research found that the recruitment system for the Banyorang Coffee Processing Center in Tompobulu District, Bantaeng Regency had an effect on employee productivity. This is evidenced by the importance test using the t-test. At a significance level of 95%, the t_{count} is 3.936 while the t_{table} value is 1.697 indicating that the t_{count} is greater than the

ttable. The question of employee recruitment that pays attention to legal considerations is the item with the highest average according to the results of a survey or questionnaire. This may imply that it is necessary to protect or obtain legal representation.

b. The Effect of Employee Performance on Increasing Employee Productivity Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency

This study found that productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency was influenced by employee performance. The results of the t test and significance test show this. At a significance level of 95% $t_{count} > t_{table}$ a t_{count} value of 4.903 is in accordance with the results of the t test, while the t_{table} value is 1.697. According to the review results, the 6th inquiry is the highest general inquiry, especially high morale. This can be interpreted that high self-confidence can uphold the performance of workers. The eighth question item with the lowest average score is "The amount of my work is reflected in my hours worked", which indicates that employees work according to the company's schedule

c. The Influence of the Recruitment System and Employee Performance on Employee Productivity Banyorang Coffee Management Center, Tompobulu District, Bantaeng Regency

This study found that productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency was influenced by employee performance. This is supported by the results of the significance test F test which shows that at a significance level of 95% the F_{count} value is 14.298 compared to the F_{count} value of 3.70. F_{table} beats F_{count} . Meanwhile, the significance level of 0.000 is below 0.05. Thus Hypothesis 3 is accepted, which indicates that Y is influenced simultaneously by X1 and X2. "There is a simultaneous influence between the recruitment system and employee performance on increasing employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency," according to the findings, it can be drawn. With a B value of 0.478 and a B value of 0.293,

4. CONCLUSION

Based on the discussion analysis, the following conclusions can be drawn:

1. The results showed that the recruitment system had a significant positive effect on employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency. This result means that with a good recruitment system, employee productivity increases
2. The results showed that employee performance had a significant positive effect on employee productivity at the Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency. This result means that employees with high morale can support employee performance thereby increasing employee productivity.
3. The results showed that the recruitment system and employee performance had a significant positive effect on employee productivity. Employee performance variable is the variable that has the greatest influence on increasing employee productivity Banyorang Coffee Processing Center, Tompobulu District, Bantaeng Regency

THE INFLUENCE OF EMPLOYEE RECRUITMENT SYSTEM AND PERFORMANCE ON INCREASING EMPLOYEE PRODUCTIVITY BANYORANG COFFEE PROCESSING CENTER TOMPOBULU DISTRICT, BANTAENG REGENCY

Sri Mudafi, Zainal Ruma, Abdi Akbar, Siti Hasbiah, Agung Widhi Kurniawan

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