



# Analysis Of Employee Recruitment And Placement Policy On Achievement Working At Pt. Langkat Award Prosperous

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## ABSTRACT

PT. Anugerah Langkat Makmur is one of the private companies engaged in the planting and processing of palm oil fruits located in the Langkat regency of North Sumatra. Problems in this research is the influence of employment recruitment policy and employee placement simultaneously To Work Achievement At PT. An award of Langkat Makmur. Based on the results of research For simultaneous test obtained that job recruitment and placement of employees simultaneously positive and significant effect on Work Achievement means Hypothesis (H2) previously received.

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## 1. INTRODUCTION

PT. Anugerah Langkat Makmur is a private company engaged in the cultivation and processing of oil palm fruit in the Langkat Regency, North Sumatra, based on the results of interviews with researchers with several sources, it can be concluded that the problem that occurs in employee recruitment is a lot of employee recruitment. This is done by hiring family members and close friends without first evaluating whether or not the prospective employee is suitable for the position (Widowati & Agustina, 2021). If the person being referred really has the ability, can work in a team, and has high morale, of course this will not be a problem. The employee selection process is less than optimal so that they can get according to their needs and of good quality.

While problems in employee placement, problems that often occur include the company's lack of attention to educational factors in placing employee positions so that there is often an offense between employees because of the level of education they have, then another factor of age needs to be done to avoid low productivity produced by the employee concerned (Syaifora, 2021).

Research Benefits, It is hoped that it can provide usefulness for all parties as material or input for further research and so that it can be further developed, especially with regard to policy analysis of job recruitment and employee placement and work performance.

Job Recruitment, According to is defined as a process to get prospective employees who have the ability in accordance with the qualifications and needs of an organization/company. According to Mardianto (2014:36), Recruitment indicators in carrying out employee recruitment in general are recruitment procedures, recruitment methods, recruitment media, internal sources, external sources, job requirements, recruitment process (Irsan, 2021).

Job placement, According to (Andriani, 2015), Defines that the placement of employees is to place employees as elements of implementing work in positions that are in accordance with their abilities, skills and expertise. in placing employees should consider education, work knowledge, work skills and work experience

Work performance, Work performance is the result of a person's efforts which are determined by the ability of his personal characteristics and perceptions of his role in the work (Sutrisno, 2011:149). There are two factors that affect work performance, namely individual factors and environmental factors.

Conceptual framework, The conceptual framework according to Sugiyono (2014:128) states that the conceptual framework will theoretically link the research variables, namely between the independent variable and the dependent variable. So the author makes a framework of thinking based on the understanding or terms used, as follows:

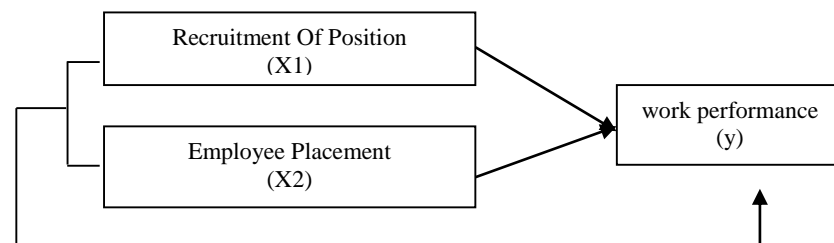


Fig 1. conceptual Framework

## 2. RESEARCH METHOD

### 2.1 Research Types and Approach

The type of research used in this research is quantitative research with a descriptive approach. This study uses a descriptive approach with the aim of describing the object of research or research results.

### 2.2 Population and Sample

According to (Aisyah & Giovanni, 2018) defines population as a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. The population of this study were 43 companies and the entire population was used as the research sample.

### 2.3 Data analysis technique

TechniqueThe data analysis used in this research are:

- a. Multiple Linear Analysis
- b. T Test (Partial Test)

- c. F Test (Simultaneous Test)
- d. R<sup>2</sup> Test (Determination Test)

### 3. RESULTS AND DISCUSSIONS

#### 3.1 Multiple Linear Regression Test

Table 1. Multiple Linear Regression Equation

Model		Coefficients <sup>a</sup>		
		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	-.891	1.135	
	Job Recruitment(X1)	.658	.075	.672
	Employee Placement(X2)	.349	.082	.327

a. Dependent Variable: Work Performance (Y)

Based on the table above, the regression equation obtained is  $Y = -0.891 + 0.658X_1 + 0.349X_2$ . The constant of -0.891 states that if there is no independent variable (value 0) then the dependent variable remains Diversification of Job Recruitment (X1) of 0.658, while Employee Placement (X2) is 0.349

#### 3.2 Partial Test (T Test)

Table 2. T-Test Results

Model		Coefficients <sup>a</sup>			T	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	-.891	1.135		-.786	.437
	Job Recruitment(X1)	.658	.075	.672	8,773	.000
	Employee Placement(X2)	.349	.082	.327	4.270	.000

a. Dependent Variable: Work Performance (Y)  
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Based on the table above, Job Recruitment  $t_{count} 8,773 > t_{table} 1,683$  with a significant  $0.000 < 0.05$ , meaning that partially there is a positive and significant effect of Job Recruitment on work performance. Based on the table above, Employee Placement is the value of  $t_{count} 4.270 > t_{table} 1,683$  with a significant  $0.000 > 0.05$ , meaning that partially there is a significant and significant effect of Employee Placement on work performance.

#### 3.3 Simultaneous Test (F Test)

Table 3. T-Test Results

Model		ANOVA <sup>b</sup>				
		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5191,532	2	2595,766	501.872	.000a
	Residual	206.887	40	5.172		
	Total	5398,419	42			

- a. Predictors: (Constant), Employee Placement(X2), Job Recruitment(X1)
- b. Dependent Variable: Work Performance (Y)

It can be seen in the table above, that the F test produces an Fcount value of 501.872 with a significant level of 0.00. Because Fcount 501.872 > Ftable 3.23 and the

significant probability is much smaller than 0.05, namely  $0.00 < 0.05$ , the regression model can be said that Job Recruitment and Employee Placement simultaneously and significantly affect Work Performance.

### 3.4 Determination Test ( $R^2$ Test)

Table 4. Determination Test Results

<b>Model Summary<sup>b</sup></b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.981 <sup>a</sup>	.962	.960	2.274

a. Predictors: (Constant), Employee Placement (X2), Job Recruitment (X1)

b. Dependent Variable: Work Performance (Y)

Based on the table above, the adjusted R square is 0.960, this means that 96% of the variation in work performance can be explained by the independent variables of Job Recruitment, Employee Placement, while the rest ( $100\% - 96\% = 4\%$ ) can be explained by other independent variables such as motivation, incentives and others.

## 4. CONCLUSION

From various descriptions and discussions regarding job recruitment and employee placement at PT. Anugerah Langkat Makmur, then finally the author gets a conclusion, which conclusion will be described below: The amount of Adjusted R square is 96%, this means that the independent variables are Job Recruitment, Employee Placement, while the rest (4%) can be explained by other independent variables such as motivation, incentives and others. According to the results of the F test or simultaneously/simultaneously, it can be said that Job Recruitment, Employee Placement simultaneously and significantly affect Work Performance. Partial test results Test the effect of Job Recruitment on work performance the results of the partial job recruitment partial test have a positive and significant effect on work performance, meaning that the hypothesis (H2) was previously accepted. Test the effect of employee placement on work performance. The results of the partial test of employee placement have a significant and significant effect on work performance, meaning that the hypothesis (H2) was previously accepted.

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