

## THE EFFECT OF RECRUITMENT AND JOB PLACEMENT ON EMPLOYEE PRODUCTIVITY AT PT. DEWASUTRATEX CIMAHI

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### Abstract

The success or failure of an organization in achieving its predetermined goals is highly dependent on the ability of its human resources (employees) to carry out the tasks or work assigned to them. This study aims to determine the effect of recruitment and work placement on employee productivity at PT. Dewasutratex Cimahi. The data processing method is carried out using a saturated sampling approach, namely the sampling method in which the entire population is used as a research sample totaling 46 employees. Data analysis was carried out using validity and reliability tests, normality tests, classic assumption tests, simple linear regression tests, determination tests, F tests and T tests. Based on the results of the study, it can be concluded that Recruitment and Job Placement partially have a significant effect on Work Productivity at PT. Dewasutratex Cimahi. The effect of recruitment on work productivity is 83.6% and the remaining 16.4 is influenced by other variables outside the research. While the effect of placement on work productivity is 87.6% and the remaining 12.4 is influenced by other variables.

**Keywords:** Recruitment, Job Placement, and Work Productivity

### 1. INTRODUCTION

The success or failure of an organization in achieving its predetermined goals is highly dependent on the ability of its human resources (employees) to carry out the tasks or work assigned to them. In order for these human resources to improve the smooth running of an organization, the organization must be able to solve various kinds of problems related to employment in the organization. Therefore every organization must pay attention to matters

relating to the function of good human resources in plan, organize, compile, directing and supervising the factors of production, especially labor. In order to obtain a workforce that can truly realize organizational goals, the implementation of recruitment, selection and placement of workers must be considered in order to achieve the maximum efficiency and effectiveness of the workforce.

To be able to decide on the recruitment, selection and placement of workers, the organization must have an appropriate system or guidelines. Recruitment of manpower is intended for procurement and withdrawal of manpower to fill positions and formations that have not been filled as well as new sections or tasks created in the organization. In order to obtain a workforce that is truly capable and in accordance with the expectations of the organization, before the recruitment of workers is carried out, various factors related to recruitment must receive the attention of the organization so that the recruitment of workers is carried out. Can be properly planned and implemented.

Selection power work is intended to select workers who meet the requirements, both in quantity and quality. Therefore it is a must to hold a selection of workers who are willing to work in the organization in order to get people who have the qualifications as needed. Organizations must realize that it is meaningless to place workers who are incompetent or do not have the appropriate qualifications for the position to be given. Likewise, in making decisions for the placement of workers, attention must be paid in order to obtain workers who meet the qualifications and expectations of the organization. Placement of manpower is intended to place manpower as an element of executor of work in a position that is in accordance with their abilities, skills and expertise. In placing the workforce in one task and job the workforce leader must consider several factors that may greatly influence the continuity of the organization.

Labor issues for an organization is an important part of success in achieving these goals. As we know, increasing work productivity does not only depend on modern machines, large capital, raw materials, but also depends on the people who carry out these activities. Therefore, it is appropriate for the organization to pay attention to this workforce factor, where the leadership of the organization must be able to pay attention to the ability and expertise of the workforce as executors of activities in achieving organizational goals. Based on this, in order to increase work productivity, organizational employees need to have systems and policies in implementing the recruitment, selection and placement of workers.

Implementation of an organizational system or policy both in the implementation of recruitment, selection and especially in the placement of the right workforce in the right position and is designed to achieve maximum efficiency and effectiveness in accordance with a predetermined plan. With the right placement of labor is expected to foster employee motivation in increasing productivity.

PT. Dewasutratex Cimahi which was formed on November 11, 1991, based on Deed of Notary Ida Kesuma, SH number 13. The number of administrative employees who have offices in. PT. Dewasutratex Cimahi as many as 46 people as of November 2014. This company is engaged in trade contractors, suppliers and rentals such as contracting/contracting in stance/correction buildings, roads, bridges, irrigation and other works in the field of construction and general engineering. General trading of all tradable goods including import and export trade, inter-insular/local, both on its own account and on commission by other parties. Industry in all fields and sectors of plantation, agriculture, animal husbandry and fisheries.

Based on the results of observations made by researchers that are related to employee work productivity PT. Dewasutratex Cimahi In terms of recruitment, such as employee recruitment, it is not in accordance with the existing divisions, there are still employees occupying positions and jobs that do not match their education. In terms of placement, such as the placement of employees is still not in accordance with the competence and qualifications, it is still not in accordance with the experience and skills of individual employees so that it affects the increase in work productivity of employees.

Employee work productivity in outline is the way employees work, to what extent the work of these employees is in doing and completing their tasks. As for what is meant by a job or work is a number of series of physical and spiritual activities carried out by humans to achieve goals. Thus, when analyzed, every work consists of two aspects, namely: the aspect of the activity itself and the activity carried out, consciously or not, is basically determined by the man himself.

According to Tohardi (in Sutrisno, 2009, p. 106) suggests that work productivity is a mental attitude. A mental attitude that is always looking for improvements to what already exists.

According to Sutrisno (2009, p. 109) Work productivity consists of three aspects, namely first productivity is the physical output per unit of productive business, second productivity is the level of effectiveness of management industry in the use of facilities for production and the third productivity is the effectiveness of the use of labor and equipment. But basically all lead to the same goal that work productivity is the ratio of work results to the time needed to produce the product of a workforce.

According to J. Ravianto (2009, p. 112), work productivity is a concept that supports the linkage of work results with something needed to produce products from labor. Recruitment is a two-way communication process. Organizations really want accurate information about what the applicant will be like if he or she is appointed as an employee.

According to Anwar King Mangkunegara (2011:33) stated that: "Withdrawal is a process or action taken by the company to obtain additional employees through stages that

include identifying and evaluating sources of employee withdrawal, determining the employee needs needed by the company, the selection process, placement and orientation of employees".

Deden Sutisna (2011: 37) states that "Recruitment is a process of finding, finding and attracting applicants to work in an organization. According to Noe at.all (2000, p.123) recruitment is defined as the implementation or initial organizational activities with the aim of identifying and seeking potential workforce. The recruitment process begins when applicants are sought and ends when their applications are submitted. In order for organizational effectiveness and efficiency to materialize, an appropriate recruitment process is needed based on careful planning.

Purwati and Satria's research (2018) shows that recruitment has an important role in later supporting good performance generated by employees. For this reason, it is necessary to have a recruitment system that matches the qualifications of prospective workers and the jobs that will be given later. The framework of thought in this study can be seen in the following figure:

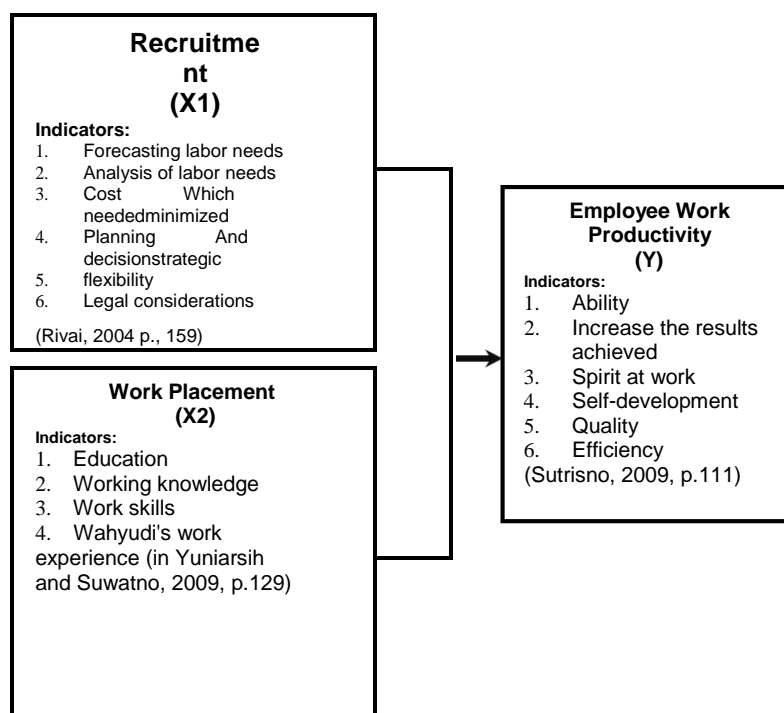


Figure 1. Research Framework

## 2. METHODS

### 2.1. Research variable

The variables in this study are:

- a. Recruitment (X1): Recruitment is defined as the implementation or initial organizational activity with the aim of identifying and finding potential workers. The recruitment process

begins when applicants are sought and ends when their applications are submitted. In order for organizational effectiveness and efficiency to materialize, an appropriate recruitment process is needed based on careful planning.

- b. Work Placement (X<sub>2</sub>): Work placement is a follow-up to the selection, namely placing the prospective employee who is accepted in the position/job he needs and at the same time delegating authority to that person
- c. Work productivity (Y): Work productivity is a concept that supports the linkage of work results with something needed to produce products from labor.

## **2.2. Population and Sample Population**

The population is a generalization area consisting of objects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. (Sugiyono, 2009; p.115) The population in this study is the entire number of administrative employees who have offices in the PT. Dewasutratex Cimahi as many as 46 people consisting of 13 Mechanic staff, 8 Basecamp staff, 5 Stone Crusher staff, 5 Operator staff, 16 Administrative Personnel staff.

## **2.3. Sample**

The sample is part of the number and characteristics possessed by the population (Sugiyono, 2009, p.116). In this study the entire population was used as a sample (saturated sample) totaling 46 people

## **2.4. Data collection technique**

Data collection techniques used in this study are

- a. Observation

Namely direct observation to the office of PT. Dewasutratex Cimahi to observe the problems that arise related to the object under study.

- b. Documentation

Documentation is a way to obtain data or information regarding matters or variables related to research in the form of notes, transcripts, books, newspapers, magazines, meeting minutes, agendas, and so on.

- c. Questionnaire

Namely the technique of collecting data through the distribution of questionnaires containing questions that have to do with the variables to be studied at the employees and leaders of PT. Dewasutratex Cimahi.

## **2.5. Validity and Reliability Test**

- a. **Validity test**

Husaini Usman (2006, p.287) states Validity is measuring what you want to measure. Validity test is to determine the validity of the instrument (questionnaire) used in data collection. This test was conducted to find out whether the items presented in

the questionnaire were truly able to express with certainty what would be studied.

According to Sugiyono (2004, p.138) the method used is item analysis, where each value in each question item is correlated with the total value of all question items for one variable using the Product Moment correlation formula. The minimum requirement to be considered valid is the value of  $r_{count} > d_{airtable}$ . Validity Test conducted at PT. Sindang brothers

## b. Reliability Test

While the reliability test is intended to determine the consistency of the internal measuring instrument its use, or in other words the measuring instrument has consistent results when used many times at different times.

According to Arikunto (2002, p.145) for the reliability test the Alpha Cronbach technique is used, where an instrument can be said to be reliable if it has a reliability coefficient or alpha of 0.6 or more.

In this study the reliability calculation uses the alpha formula (Arikunto, 2002, p.138) as follows

:

$$r_{11} = \left( \frac{1}{k-1} \right) \left( 1 - \frac{\sum ob^2}{ot^2} \right)$$

Where:

$r_{11}$  = Instrument reliability

$K$  = Number of question items  
 $ob^2$  = Number of item variances

$ot^2$  = Total variance amount

## 2.6. Classic assumption test

### a. Normality test

The purpose of the normality test is to find out whether the distribution of a data is close to a normal distribution, namely the distribution of data with shapes bells (bell shaped). Good data is data that has a pattern like a normal distribution. This normality test is carried out using the Kolmogorov Smirnov test, where the data is close to or normally distributed, which can be seen from:

(1) Sig. or significant or probability  $< 0.05$  then distribution a data is not normal, (2)

Sig value. or significant or probability  $> 0.05$ , then the data distribution is normal (Sugiyono, 2007, p. 235).

## 2.7. Data Analysis Techniques

The techniques used in analyzing the problems that exist in this study are:

### a. Multiple linear regression

Multiple Linear Regression Analysis, to determine the overall effect of recruitment (X1) and work placement (X2) on employee productivity (Y) at PT. Dewasutratex Cimahi.

$$\hat{Y} = a + b_1X_1 + b_2X_2$$

(Riduwan and Sunarto, 2009, p.109) Where:

$\hat{Y}$  = Employee productivity X1 = Recruitment

X2 = Work Placement

a = Constant

b1, b2 = Regression Coefficient

### b. Correlation Coefficient Analysis

The coefficient of determination is used to determine the percentage of influence of all independent variables on the dependent variable with the following formula:

$$R^2 = \frac{b_1^2 \sum X_1 Y + b_2^2 \sum X_2 Y}{\sum Y^2}$$

Where:

R2 = Coefficient of Determination b1, b2 = Regression Coefficient

X1 = Recruitment

X2 = Work Placement

Y = Employee work productivity

F test

To determine the significant effect of recruitment and job placement as a whole on employee work productivity at PT. Dewasutratex Cimahi.

Formula:

$$\frac{R^2(n - k - 1)}{m(1 - R^2)}$$

(Riduwan and Sunarto, 2009, p.110)

Where:

R2 : Regression Value

k : The number of independent variables

n : Number of samples

F test through the following procedure:

Ho:  $\rho = 0$ , shows that Recruitment and placement of Employees no influential to productivity Work Employees at PT. Sindang Brothers City Lubuklinggau.

Ha:  $\rho \neq 0$ , shows that recruitment and Employee placement affects employee work productivity at PT. Sindang Brothers City Lubuklinggau.

It is said to be significant if  $F_{count} > F_{table}$ , this means that Ho is rejected and Ha is accepted and vice versa if  $F_{count} < F_{table}$ , it means that Ho is accepted and Ha is rejected.

### 3. RESULTS AND DISCUSSION

#### 3.1. Validity and Reliability Test

##### 1) Validity Test Results

To test the validity of each item, item analysis is used, which is to correlate the score of each item with the total score, which is the sum of each item's score. As for the assessment criteria, namely the question item is considered valid if the validity value is greater than the product moment table correlation value at a significance level of 0.05 and the number of samples is  $25 = 30$ , then the value of  $r$  table is obtained, which is equal to 0.396. Questionnaires were given to CV employees. Alan Brothers City of Cimahi.

In testing this validity, the researcher used the help of the SPSS for Windows 17.0 program where the analysis was carried out by comparing the calculated  $r$  value (CITC) with the  $r$  table value, which was seen from (output view) regarding Item-total Statistics "Corrected Item-Total Correlation", where an item questions will be considered valid or valid if the  $r$  count (CITC) is greater than the table.

From the validity test above, the sample used was 25 respondents, all variables had CITC coefficients. For a significant level of 5%, and the criteria for calculating  $r$  table  $n = 25$ , so that an  $r$  table of 0.396 is obtained. Based on the calculation results above, the correlation coefficient  $r$  count

$(CITC) \geq r_{\text{table}}$ , at the 5% significant level, therefore it can be concluded

That the question items regarding Recruitment can be declared valid or legitimate to be used for further research instruments.

Based on the results of the above calculations, with a correlation coefficient  $r$  count (CITC)  $\geq r_{\text{table}}$ , at a significant level of 5%, it can be concluded that the questions regarding Job Placement can be declared valid or valid to be used for further research instruments. Based on the calculation results above, with a correlation coefficient  $r$  count (CITC)  $\geq r_{\text{table}}$ , at a significant level of 5%, it can be concluded that the questions regarding Work Productivity can be declared valid or valid to be used for further research instruments

##### 2) Reliability Test Results

To determine whether a research instrument is reliable or not is generally a comparison between  $r$  count and  $r$  table at the 95% confidence level or 5% significance level. If the reliability test is carried out with the Cronbach Alpha method, then the calculated  $r$  value is represented by the alpha value.

An item will be said to be reliable if the Cronbach alpha coefficient value is greater than the  $r$  table value with a significant level of 5%, and the  $r$  table calculation criteria  $n = 25$ , then the  $r$  table value = 0.396. The results of the reliability test for variables can be shown in table 1:



**Table 1. Validity Test Results and Reliability**

VARIABLE	CRONBACH ALPHA	RTABEL	CONCLUSION
Placement	0.80	0.396	Reliabl
Recruitme	8	0.396	e
nt	0.79	0.396	Reliabl
Productivity	2		e
	0.86		Reliable
	1		

Source: Processed research data, 2022

The normality test can be done in two ways. Namely with "Normal PP Plot" and "Kolmogorov Smirnov Table". The most commonly used is the Normal PP Plot. In the Normal PP Plot, in principle, normality can be detected by looking at the distribution of data (points) on the diagonal axis of the graph or by see histogram from the residual.

From the reliability test above, all Cronbachalpha coefficient values  $\geq$  r table. For a significant level of 5%, and the calculation criteria  $r_{table} = 25$ , so that the  $r_{table}$  is 0.396. Based on the results of these calculations, then with the Cronbachalpha coefficient of each variable both Recruitment, Work Placement and Work Productivity  $\geq$  r table (0.396), then the questionnaire as a measuring tool in this study has met the reliability requirements.

### 3) Classic assumption test

The researchers in this study used statistics to process the data, so it is necessary to carry out various tests to prove that there are no various types of customer violations which could cause the research results to appear biased. Because technical data analysis uses Multiple Regression Analysis, the researchers conducted a Classical Assumption Test (Multicollinear Normality Test and Linearity Test). The following below is the Classical Assumption Test on motivation (X1), Leadership (X2) and performance (Y) variables using SPSS 22.

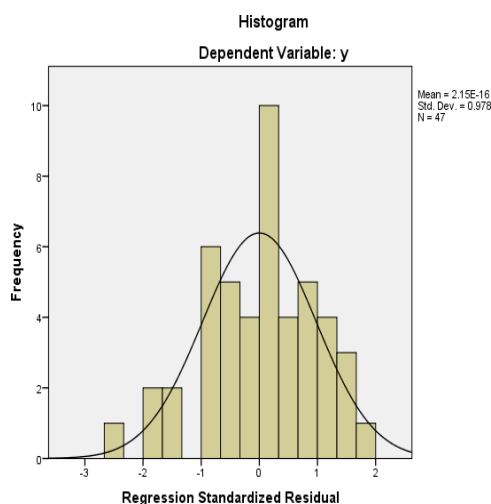
#### a. Normality test

The normality test is a form of frequency distribution that fulfills the characteristics of a bell-shaped normal curve, its shape depends on two parameters, namely the mean and standard deviation, with an area of the normal curve of 100%. Basis for decision making:

- 1) If the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram shows a normal distribution pattern, then the regression model meets the assumption of normality.
- 2) If the data spreads away from the diagonal line and/or does not follow the direction of the diagonal line or the histogram graph does not show a normal distribution pattern, then the regression model does not meet the normality assumption, Imam Ghozali (in Sisca article, p.110-112).

In the distribution normality test, the data taken has followed a normal distribution. The

normal distribution is indicated by the histogram output, it appears that each data spreads throughout the normal area. The normal area itself is the area under the curve which is shaped like an inverted bell.

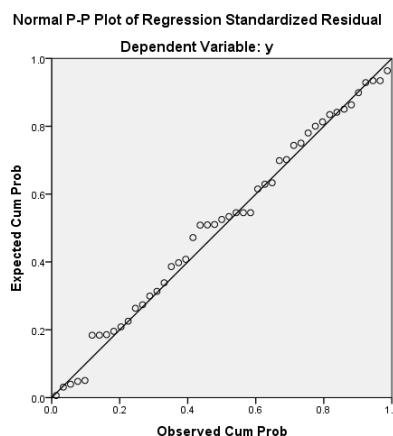


Source: Results of Processed Data,

### Figure 2 Normal Test Results (Histogram)

Normal distribution of data is also evident in the output of Figure 2, the results of the Normal PP Plot. The points spread along the regression line. This means that the distribution of the data is even so that an even Y can be produced on the regression line.

### Figure 3: Normality Test Results (Normal PP Plot)



Source: Results of Year Data Processing  
2022

From the curve analysis it can be seen that the data spreads around the diagram and follows the regression model so that it can be concluded that the data processed is normally distributed data so that the normality test is fulfilled. In the Kolmogorov Smirnov test so that the results can be determined whether the data has a normal distribution or not. The data is said to be normal if the value is significant ( $> 0.005$ ).

**Table 2. Kolmogorov Smirnov Test Results**

Test Statistics	.083
asympt. Sig. (2-tailed)	.200c,d
a. Test distribution is Normal.	
b. Calculated from data.	
c. Lilliefors Significance Correction.	
d. This is a lower bound of the true significance.	

Source: Results of Processed Data, 2022

To analyze it, look at the bottom line "Asymp.sig.(2-tailed)". If the significant value of each variable is more than ( $> 0.005$ ), then the normality test can be fulfilled. Based on the results of the normality test, it shows that the value is significant (0.005) so that the data can be said to be normal. In table 4.37 the significant value of "Asimp.sig. (Tailed)" More than ( $>0.05$ ). so it can be concluded that the normality test is fulfilled.

### 3.2. Multiple Linear Regression Calculations

Multiple linear regression method was used with the aim of finding results from distributing questionnaires to 46 respondents at PT. Dewasutratex Cimahi. From these results, answers were obtained regarding the effect of Job Placement and Recruitment on Work Productivity of PT. Dewasutratex Cimahi.

For the regression testing method carried out in this study using the enter method (enter method), where all existing independent variables are entered for regression analysis together and no independent variables are excluded. The results of the regression testing method carried out can be seen in the table below:

One-Sample Kolmogorov-Smirnov test		
Unstandardized residual		
N		46
Normal	Means	.0000000
Parameters, b	std. Deviation	4.24654889
MostExtrem	absolute	.083
eDifferences	Positive	.060
	Negative	-.083

**Table 3**  
**Regression Testing Method**

#### Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Recruitment, Job Placement		Enter
a. All requested variables entered.			

Source: Processed research data, 2022

The table above shows that, by using the enter method (enter method) all existing

independent variables are entered together into the regression test and none of the variables is excluded. Meanwhile, the results of the regression testing carried out can be seen in table 4:

**Table 4**  
**Multiple Linear Regression Test Results**

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	20,583	6,853		3,003	.004
X1	.161	.132	.17	2,116	.230
X2	.230	.146	.231	2,373	.123

a. Dependent Variable: Y

From the results of data processing with help computer using the SPSS 17.0 program for windows, it can be seen that the results of multiple regression testing obtained the following equation:

$$Y = 10.726 + 0.326 X1 + 0.403 X2$$

The regression equation shows that all regression coefficients are positive, this means that the independent variable has a direct effect on the dependent variable, meaning that if the value of the independent variable increases or decreases, it will drive work productivity up or down. To further clarify the equation, the regression equation can be explained as follows:

The constant value is 10.726. This shows that if the Recruitment and Work Placement of PT. Dewasutratex Cimahi is getting better, then customer satisfaction will increase by 10,726 or it can be said that Recruitment and Job Placement have an effect on increasing Work Productivity, and vice versa if Recruitment and Work Placement are bad, Work Productivity will decrease.

- 1) Recruitment variable regression coefficient value of 0.326. This shows that every time there is an increase in recruitment of employees at PT. Dewasutratex Cimahi, by 1 unit or 100%, then this will increase work productivity for employees of PT. Dewasutratex Cimahi is 0.326, and vice versa.
- 2) The regression coefficient value of the Work Placement variable is 0.403, this indicates that every time there is an increase in Work Placement for PT. Dewasutratex Cimahi by 1 unit or 100%, then this will increase work productivity for employees of PT. Dewasutratex Cimahi is 0.403, and vice versa.

### 3.3. Correlation Coefficient Analysis

The determination test is carried out to state the size of the contribution donation) of the variable (X) to the variable (Y) or the determinant coefficient (RSquare/R2.). To see the magnitude of the influence of the Recruitment and Work Placement variables on the variable work Productivity, shown in table 5:

Model	Coefficients <sup>a</sup>			
	Unstandardized Coefficients	standardized Coefficients	Adjusted R Square	Std Error of the Estimate
	R	R Square		
1	.326	.106	.605	4.,342

a. Dependent Variable: Y

Source: Processed research data, 2022

From the calculation of the correlation coefficient above, that the magnitude of the contribution (contribution) of the Recruitment and Job Placement variables to the customer satisfaction variable, seen from the value of the coefficient of determination (RSquare/R2) obtained from the results of processing with the SPSS 17.0 program for windows is 0.326. Thus it shows that 51.9% of the Work Productivity variable can be explained by the Recruitment and Work Placement variables, while the remaining 49.1% is explained by other variables not examined.

### 3.4. t test (Partial)

To see the partial effect of each independent variable on the dependent variable, it can be explained using the t test. The detailed t test results are presented in the table below:

Model	Coefficients <sup>a</sup>				
	Unstandardized Coefficients	standardized Coefficients	Beta	Q	Sig.T
	B	std. Error			
1 (Constant)	20,583	6,853		3,003	.0021.
X1	.161	.132	.179	2.116	.004
X2	.230	.146	.231	2,373	.001

a. Dependent Variable: Y

Based on the recapitulation of the t test results above, it can be explained that:

- Recruitment variable (X1) on work productivity shows a value of tcount = 2.116 greater than ttable significant influence on employee work productivity at PT. Dewasutratex Cimahi. This proves that the first hypothesis which reads "There is an effect of recruitment on the work productivity of employees of PT. Dewasutratex Cimahi"

- b. Job Placement Variable (X2) to productivity work shows the value of  $t_{count} = 2.373$  greater than  $t_{table} (1.6779)$  with a significance level of 0.001, this means that partially the job placement variable has a significant effect on the work productivity of employees at PT. Dewasutratex Cimahi. This proves that the second hypothesis which reads "There is an effect of placement Work on the work productivity of employees of PT. Dewasutratex Cimahi"

### 3.5. Statistical Test Results (F Test) Hypothesis:

Ho = There is no significant effect of Recruitment and Work Placement on Work Productivity at PT. Dewasutratex Cimahi.

Ha = There is a significant effect recruitment and Work Placement on Work Productivity at PT. Dewasutratex Cimahi.

Of course:

- If  $F_{count} \geq F_{table}$  or significant  $\leq \alpha$ , then Ho is rejected and Ha is accepted, meaning that there is an influence on Recruitment and work placement on Work Productivity to employees of PT. Dewasutratex Cimahi.
- If  $F_{count} < F_{table}$  or significant  $> \alpha$ , then Ho is accepted and Ha is rejected, meaning that there is no Recruitment and Job Placement on Work Productivity of PT. Dewasutratex Cimahi.

**Table 8. Results F test**

Coefficients <sup>a</sup>					
Model		Unstandardized	standardized		Sig.
		Coefficients	Coefficients		
		Sum of Squares	Df	Means Square	
1	(Constant)	20,583	6,853		
	X1	.161	.132	.179	.004
	X2	.230	.146	.231	.001

a. Dependent Variable: Y

b. Predictors: (Constant) X2 X1

Based on the table above, the results of testing with SPSS 17.0 for windows were carried out, the  $F_{count}$  obtained was 49.216 and sig. 0.85. This means  $F_{count} > F_{table}$  or sig. 0.85 is less than the significant level ( $\alpha$ ) of 0.05. Thus, based on the criteria for testing the hypothesis, if  $F_{count} \geq F_{table}$  means that it is rejected and accepted. Meanwhile, the  $F_{count}$  value obtained was 49.216 and 0.85 significant. This means  $F_{count} > F_{table}$  or sig value. 0.85 is less than the significant level ( $\alpha$ ) of 0.05. It also illustrates that there is a significant influence, so it can be said that Recruitment and Work Placement have a significant effect on Work Productivity at PT. Dewasutratex Cimahi.

The results of the research show that Recruitment and Work Placement influential to work Productivity of Employees of PT. Dewasutratex Cimahi. For the magnitude of the influence between the Recruitment and Work Placement variables on Work Productivity, it can be seen from the value of the coefficient of determination (RSquare/R2) obtained is 0.519. Thus it shows that 51.9% of the Work Productivity variable can be explained by the Recruitment and Work Placement variables, while the remaining 49.1% is explained by other variables not examined. By looking at the results of the coefficient of determination obtained, it can also be said that the value of Recruitment and Job Placement is still low, so it is necessary be improved, moreover the Job Placement variable in service marketing in particular plays an important role in marketing, moreover recruitment variable which is a factor that is generally most wanted by consumers, because with good recruitment usually customers will be satisfied with the product or service offered.

Likewise, if seen from the results of the F test, it shows that there is an effect of Recruitment and Work Placement jointly on Work Productivity. The results of testing with SPSS 17.0 for windows were carried out. 0.85. This means  $F_{count} > F_{table}$  or sig value. 0.85 is smaller than the rate significant (  $\alpha$  ) 0.05. Thus based on the hypothesis testing criteria, if  $F_{count} \geq F_{table}$  means  $H_0$  is rejected and  $H_a$  accepted. Meanwhile, the  $F_{count}$  value obtained was 49.216 and 0.85 significant. This means  $F_{count} > F_{table}$  or sig value. 0.85 is less than the significance level (  $\alpha$  ) of 0.05. It also illustrates that there is a significant influence, so it can be said that

Recruitment and Work Placement have a significant effect on Work Productivity at PT. Dewasutratex Cimahi.

Recruitment is determination of the appropriate Recruitment pattern in accordance with the nature and technique of the relevant Recruitment, Recruitment mechanisms and procedures in accordance with the applicable organizational structure, Recruitment process handling is carried out by officers who are authorized, capable, skilled and professional according to the requirements of their job specifications and optimizing the use of infrastructure in the context of support technical recruitment. Therefore, good recruitment will certainly provide satisfaction for every customer at PT. Dewasutratex Cimahi.

#### **4. CLOSING**

##### **A. Conclusion**

Based on the results of the research and discussion that the researchers conducted, it can be concluded that recruitment has a significant effect on work productivity at PT. Dewasutratex Cimahi and Work Placement also have a significant effect on Work Productivity at PT. Dewasutratex Cimahi.

## **B. Suggestion**

The results of the study show that Recruitment and Work Placement have an effect on Work Productivity at PT. Dewasutratex Cimahi, therefore, given the importance of this matter, you should:

- 1) PT. Dewasutratex Cimahi further improves Recruitment so as to improve performance and quality.
- 2) The management of PT. Dewasutratex Cimahi needs to increase Job Placement on variables which, according to the consumer's assessment, are not as expected by consumers of PT. Dewasutratex Cimahi.

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