

## THE EFFECT OF WORK LIFE QUALITY, WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. CAHAYA SAKTI JAYA IN TELUK BAYUR

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### ABSTRACT

The purpose of this study was to determine the effect of recruitment and selection on the performance of outsourced employees at PT Megah Mutiara Sakti. Primary data was collected through questionnaires which were distributed to 80 respondents who were outsourced employees at PT Megah Mutiara Sakti who were used as research samples. The analytical tools used are: validity test, reliability test, multiple linear regression, correlation coefficient, coefficient of determination, t test, and F test.

This study concludes that: 1) Recruitment partially has a significant effect on outsourced employee performance at PT Megah Mutiara Sakti, as evidenced by the t-count value of recruitment is greater than the value of t-table ( $8.977 > 1.991$ ) with a significance of 0.000 0.05 (probability value); 3) Recruitment and selection simultaneously have a significant effect on outsourced employee performance at PT Megah Mutiara Sakti, as evidenced by F-count ( $40.471 > 3.12$ ) with a significance level of 0.000 which is much smaller than 0.05 (value probabilities).  
Keywords: recruitment, selection, employee performance.

### INTRODUCTION

#### Background

Dynamic and increasingly complex business developments have an impact on increasingly tight business competition. In facing competition, each company must build a mature strategy in order to maintain its business, including by managing existing resources. If a company does not have adequate resources in terms of quality and quantity, then business operations and strategies will not develop in the future, the availability of quality

resources is an irreplaceable asset for a company or organization.

Quality and competent human resources (HR) are an important part of managing a company, HR should be managed properly in order to realize the company's goals and targets.

Objective screening must be ensured so that quality HR can be selected properly, accuracy in the recruitment and selection process, training, coaching and development of potential employees is the main key to creating quality human resources.

PT. Megah Mutiara Sakti is an outsourcing company, namely a company engaged in the field of active labor that offers labor to employer companies, so that companies that need workers can meet the need for labor and do not need to search for, select and train the workforce needed. In selecting human resources, efficiency of time, energy and recruitment costs is needed, so many companies currently prefer outsourcing employees. Outsourcing work makes it easy for companies to find people who meet the criteria very quickly, without a company contract.

Recruitment of outsourcing workers is not much different from recruitment of workers in general, but what distinguishes the outsourcing recruitment process is that it is carried out by outsourcing service providers and not by companies that need outsourcing services.

Many companies use the services of outsourcing companies because the company does not need to spend money on facilities, meal payments and employee insurance, as a result the company does not need to spend additional funds for employees, so it can reduce the company's overall expenses. However, it should be noted that even though these outsourcing employees do not have a contract with the provider company, this company needs to make a cooperation agreement between the service provider company and the employer company. So far, recruitment at PT Megah Mutiara Sakti has not been effective. The lack of human resources at PT Megah Mutiara Sakti, one of which is the HRD team, makes the recruitment and selection process ineffective. PT

Megah Mutiara Sakti only has 1 person serving in the HRD position, so in the HRD employee recruitment process, it is quite difficult if they find a lot of prospective employees and the company's need for employees as soon as possible.

### **Problem Formulation**

Based on the background that has been explained, the formulation of the problem in this study is as follows:

1. Does partial recruitment have a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti?
2. Does partial selection have a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti?
3. Do simultaneous recruitment and selection have a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti?

### **Research Objectives**

Based on the problems that have been formulated, the objectives of this study are:

1. To determine the effect of partial recruitment on the performance of outsourcing employees at PT Megah Mutiara Sakti.
2. To determine the effect of partial selection on the performance of outsourcing employees at PT Megah Mutiara Sakti.
3. To determine the influence of recruitment and selection simultaneously on the performance of outsourcing employees at PT Megah Mutiara Sakti.

## **RESEARCH METHOD**

### **Operational Definition**

The variables used are the independent variables of recruitment ( $X_1$ ) and selection ( $X_2$ ) and the dependent variable is employee performance ( $Y$ ), then the indicators that are the main topic of this research are described in detail. The variables and indicators include:

### 1. Independent Variable

The independent variable is also called the free variable, which is a variable that influences or causes changes or events in the dependent variable. The following indicators are used in the recruitment variable ( $X_1$ ):

- a. Source
  - b. Method
  - c. Obstacles
  - d. Media
  - e. Time and cost used
- ### 2. Selection variable ( $X_2$ ) used the following indicators:
- a. Education
  - b. Skills
  - c. Interest
  - d. Experience

### 3. Dependent Variable

The dependent variable is a variable that is influenced by other variables in an experiment. The dependent variable used in this study is employee performance ( $Y$ ) with the following indicators:

- a. Work quality
- b. Work quantity
- c. Cooperation
- d. Responsibility

### Unit of Analysis, Population and Sample

The unit of analysis in this study is PT. Megah Mutiara Sakti, Berau Regency, East Kalimantan. The population in this study is all employees of PT. Megah Mutiara Sakti. In this study, the sampling technique used is saturated or census

sampling where all members of the population are used as samples. Types and Sources of Data

In this study, quantitative data is used, namely data in the form of numbers from existing sources that must be analyzed and interpreted to obtain accurate information. In this study, quantitative data is in the form of tables number of respondents from the questionnaires distributed.

The data sources used in this study are:

### 1. Primary Data

Primary data is data that is obtained directly from the source and not through intermediaries. In this study, the primary data collection method is obtained from questionnaires and interviews.

### 2. Secondary Data

Secondary data is data that is already available and collected from indirect sources, such as written sources from the government or libraries. The secondary data used in this study comes from previous research, scientific journals, supporting textbooks, the internet, and other sources related to this study.

### Data Collection Method

To obtain the data needed in this study, several methods are needed to collect research data, namely by using:

1. Observation
2. Questionnaire

### Analysis Tools

Data analysis was carried out using multiple linear regression. Before applying the regression model to the hypothesis, a test is first conducted on the questionnaire data. In this study, the data analysis technique was

carried out using the Statistical Package For Science (SPSS) ver.25 program. The analysis tools used were: validity test, reliability test, multiple linear regression, correlation coefficient, determination coefficient, t-test, and F-test.

### ANALYSIS AND DISCUSSION

#### ANALYSIS

##### 1. Validity Test

###### Employee performance

Item Pernyataan	r-hitung	r-tabel	Keterangan
Y-1	0,772	0,220	Valid
Y-2	0,370	0,220	Valid
Y-3	0,772	0,220	Valid
Y-4	0,739	0,220	Valid
Y-5	0,308	0,220	Valid
Y-6	0,443	0,220	Valid
Y-7	0,509	0,220	Valid
Y-8	0,427	0,220	Valid
Y-9	0,340	0,220	Valid
Y-10	0,311	0,220	Valid
Y-11	0,665	0,220	Valid
Y-12	0,692	0,220	Valid

source data is processed 2023

###### Recruitment

Item Pernyataan	r-hitung	r-tabel	Keterangan
X <sub>1</sub> -1	0,616	0,220	Valid
X <sub>1</sub> -2	0,378	0,220	Valid
X <sub>1</sub> -3	0,427	0,220	Valid
X <sub>1</sub> -4	0,662	0,220	Valid
X <sub>1</sub> -5	0,589	0,220	Valid
X <sub>1</sub> -6	0,689	0,220	Valid
X <sub>1</sub> -7	0,550	0,220	Valid
X <sub>1</sub> -8	0,427	0,220	Valid
X <sub>1</sub> -9	0,662	0,220	Valid
X <sub>1</sub> -10	0,560	0,220	Valid
X <sub>1</sub> -11	0,680	0,220	Valid
X <sub>1</sub> -12	0,461	0,220	Valid
X <sub>1</sub> -13	0,416	0,220	Valid
X <sub>1</sub> -14	0,476	0,220	Valid

source data is processed 2023

###### Selection

Item Pernyataan	r-hitung	r-tabel	Keterangan
X <sub>2</sub> -1	0,488	0,220	Valid
X <sub>2</sub> -2	0,706	0,220	Valid
X <sub>2</sub> -3	0,675	0,220	Valid
X <sub>2</sub> -4	0,700	0,220	Valid
X <sub>2</sub> -5	0,635	0,220	Valid
X <sub>2</sub> -6	0,649	0,220	Valid
X <sub>2</sub> -7	0,506	0,220	Valid
X <sub>2</sub> -8	0,334	0,220	Valid

source data is processed 2023

##### 2. Reliability Test

Variabel	Cronbach's Alpha	Kriteria	Keterangan
Kinerja karyawan	0,763	0,60	Reliabel
Rekrutmen	0,816	0,60	Reliabel
Seleksi	0,739	0,60	Reliabel

source data is processed 2023

##### 3. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
1	(Constant)	0,929	0,441	2,107	0,038
	Rekrutmen	0,722	0,080	0,723	8,977
	Seleksi	0,050	0,065	0,062	0,773

a. Dependent Variable: Kinerja Karyawan

Based on the table above, the multiple linear regression analysis shows the value of the regression coefficient of each variable, which is then used to create a multiple linear regression equation, as follows:  $Y = 0.929 + 0.722X_1 + 0.050X_2$

From the regression equation above, it can be seen that:

1. The constant value is 0.929 and is positive.
2. The regression coefficient of the recruitment variable is 0.722 and is positive or in the same direction.
3. The regression coefficient of the selection variable is 0.050 and is positive or in the same direction.

The results of the multiple linear regression test above show that recruitment (X<sub>1</sub>) is the most dominant factor in its influence on employee performance because its regression coefficient is the largest compared to the selection variable, namely 0.722.

### DISCUSSION

The results of the multiple linear regression analysis obtained the multiple linear regression equation, as follows:

$$Y = 0.929 + 0.722X_1 + 0.050X_2$$

The interpretation of the regression equation above is as follows:

1. The constant value is 0.929 and is positive. This means that in a constant state or there is no influence from recruitment and selection, the performance value of outsourcing employees at PT Megah Mutiara Sakti will increase or decrease by 0.929 units.
2. The recruitment regression coefficient is positive at 0.772. This indicates that recruitment has a positive and unidirectional effect on the performance of outsourcing employees at PT Megah Mutiara Sakti. If the recruitment value increases by 1 unit, then the performance value of outsourcing employees at PT Megah Mutiara Sakti will also increase by 0.772 units, assuming the other factors remain the same. Likewise, if there is a decrease in the recruitment value, then the performance value of outsourcing employees at PT Megah Mutiara Sakti will decrease.
3. The selection regression coefficient is positive at 0.050. This shows that selection has a positive and unidirectional effect on the performance of outsourcing employees at PT Megah Mutiara Sakti. If the selection value increases by 1 unit, then the performance value of outsourcing employees at PT Megah Mutiara Sakti will also increase by 0.050 units, assuming the other factors remain the same.

Likewise, if there is a decrease in the selection value, then the performance value of outsourcing employees at PT Megah Mutiara Sakti will also decrease.

The results of the multiple linear regression equation above also show that recruitment is a variable that has the most dominant influence on the performance of outsourcing employees at PT Megah Mutiara Sakti. This is evident from the highest regression coefficient value compared to the selection factor, which is 0.772. The results of the t-test regarding the influence of the significance of each independent variable show that recruitment and selection have a significant influence on the performance of outsourcing employees at PT Megah Mutiara Sakti, as explained below:

1. The Effect of Recruitment on Employee Performance The results of the t-test show that the t-count value of recruitment is greater than the t-table value ( $8.977 > 1.991$ ) with a significance of  $0.000 < 0.05$  (probability value). This means that recruitment has a partial significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti, thus accepting hypothesis point 1 (H1).
2. The Effect of Selection on Employee Performance The results of the t-test show that the t-count value of the selection is smaller than the t-table value.

( $0.773 < 1.991$ ) with a significance of  $0.442 > 0.05$  (probability value). This means that partial selection does not have a significant effect on the performance of outsourcing employees at

PT Megah Mutiara Sakti, thus rejecting hypothesis point 2 (H2). 3. The Effect of Recruitment and Selection on Employee Performance

The results of the F test show that F count ( $40.471$ )  $>$  F-table ( $3.12$ ) with a significance level of  $0.000$  which is much smaller than  $0.05$  (probability value), thus accepting hypothesis point 3 (H3) which states that recruitment and selection simultaneously have a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti.

The results of this study also show that the relationship between the independent variables and the dependent variables, namely recruitment and selection with the performance of outsourcing employees at PT Megah Mutiara Sakti, has a fairly close relationship. This is proven by the results of the correlation coefficient test with a result of  $0.716$  included in the criteria for a close correlation relationship. The coefficient of determination (R Square) value is  $0.512$  or  $51.2\%$  so that it can be indicated that recruitment and selection are able to provide an influence of  $51.2\%$  on the performance of outsourcing employees at PT Megah Mutiara

Sakti. This also illustrates that there are several other factors that influence the performance of outsourcing employees at PT Megah Mutiara Sakti, which when cumulative is  $48.8\%$  where these factors are not included in the factors studied in this study, for example: work motivation, work discipline, and so on.

### CLOSING

#### Conclusion

Based on the analysis and discussion that has been presented in the previous chapter, the following conclusions can be drawn:

1. Recruitment partially has a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti, as evidenced by the t-count value of recruitment being greater than the t-table value ( $8.977 > 1.991$ ) with a significance of  $0.000 < 0.05$  (probability value).

2. Selection partially has a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti, as evidenced by the t-count value of selection being smaller than the t-table value ( $0.773 < 1.991$ ) with a significance of  $0.442 > 0.05$  (probability value).

3. Simultaneous recruitment and selection have a significant effect on the performance of outsourcing employees at PT Megah Mutiara Sakti, as evidenced by the F-count ( $40.471$ )  $>$  F-table ( $3.12$ ) with a significance level of  $0.000$  which is much smaller than  $0.05$  (probability value). Suggestions Based on the

conclusions that have been drawn, the author provides the following suggestions: 1. The author suggests that the ongoing outsourcing employee recruitment process and procedures can be maintained and their quality and standards improved, so that the company will get employees who have good performance since the beginning of becoming a company employee.

2. The author suggests that PT Megah

Mutiara Sakti can improve the outsourcing employee selection process that has been running in the company, because it seems that it has not provided a good influence on improving employee performance or the company.

3. For further research, the author suggests that they can dig deeper into employee performance, especially those who still have outsourcing status, because they are required to have better performance than employees in general in order to be appointed as permanent employees.

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