

Original Article

The Role of Recruitment and Training in Improving the Work Achievement of Satrolnus Members in the Ditpolair Korpolaairud Baharkam Polri

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Abstract: This study aims to analyze the effect of Recruitment and Training on the work performance of Members of the Satrolnus Polri Korpolaairud Baharkam Polri. The population of this study was Members of the Satrolnus Polri Korpolaairud Baharkam Polri, and the number of respondents in this study was 50. Data processing using the SPSS application. Testing was carried out with a partial and simultaneous system. The data analysis method used in this study was the t-test instrument, multiple linear regression analysis; the results of the study showed that Recruitment and Training partially and simultaneously had a positive and significant effect on the work performance of Members of the Satrolnus Polri Korpolaairud Baharkam Polri. Underlining the importance of recruitment and training in improving the work performance of Members of the Satrolnus Polri and recommending that recruitment and training efforts continue to be strengthened to achieve optimal work results.

Keywords: Recruitment, Training, Achievement Work.

I. INTRODUCTION

Role man as power work is the resource; the most important thing is that you can determine its success organization. Request Member new is a need that is not can be avoided and must be fulfilled because that withdrawal Member - Member new is a challenge for the personnel department, where the personnel department holds an important role in choosing candidates and qualified members who are capable Work with Good. The personnel department is also responsible for answering activity planning resources, human, withdrawal Members (recruitment), selection Members, placement Members, introduction and orientation, training and development, as well as giving evaluation to progress rich man as well as Ditpolair in matter recruitment.

Ditpolair is one of the largest in Indonesia, namely POLRI, and it operates wheel organizations in the current era. This ditpolair was sued more professional in facing existing competition within effort face competition business a kind of resources division man ditpolair endeavor to search or recruitment candidate member pilots who can fulfil will demand. Withdrawal memberships are a very important activity because quality resources man in increasing performance. Work in an organization depends on the quality of the withdrawal because, in withdrawal members, the organization must be selective. Training is one effort to increase professionalism. Members optimally need to be done for business improvement quality or quality source. Powermen with stage development (human resources development) through organizing training programs. The training program is classified into two groups the first training program. The main ones include development skills and knowledge, and secondly, development programs encompassing professionalism development competence and function service that are well implemented in or outside the Objectives of the training program to increase ability, confidence self, optimistic and a sense of responsibility big answer to work, so more concentrated, directed and centered in the field it works (Ratnawati & Ati, 2021) (Supriatiningsih et al., 2022).

Many factors in evaluating Performance work, among other things, are the way implementation Works Members, resources power work, selection process, and withdrawal rich man. Furthermore, after the recruitment process is carried out, members are trained by the organization. In business, increased performance work needs to be reviewed, and withdrawal members who are accurate and efficient are very important in increasing productivity work. On the basis of the author's interest in compiling the thesis about " Role Recruitment and Training in Increase Performance Work Member Aviator National Police to Dit Poludara Korpolaairud Baharkam National Police" study here, there are a number of problems main thing that is necessary to identify and highlight to give clear context about importance study this. First, though the recruitment and training process is aspect crucial in increasing the performance of work members, it often presents obscurity about the effective method used in both processes. This ambiguity can cause members to have inadequate skills to operate tasks optimally, which in turn can influence the performance of the overall organization.

A number According to Suprihantono (2017) and Eka Yuliana (2021), recruitment and training play their own role in the performance of employees. So, the recruitment and training process is influential, positive and significant to the performance of employees. However, there are also findings research that state that the recruitment and selection process has no own significant influence on the performance of employees (Agung 2019) because the lack of evaluation impact from recruitment and training to performance Work becomes a significant problem. Without there is supporting data, it is difficult to determine what strategy is being implemented? the moment this is already appropriate or needs to be repaired. Therefore, the research aims to identify and analyze problems as well as give possible recommendations to help increase the quality source Power of humans at Ditpolair Korpolaairud Baharkam National Police. In facing the increasing competition sharp with the emergence of lots organization new, Ditpolair feels the need to increase the performance work of its members and strive to withdraw member potential as well as Keep trying to increase quality source Power people in the organization. The final destination from effort is to reach the objective expected organization.

II. LITERATURE REVIEW

A) Management Theory Human Resources

According to Vitaloka (2019), HR Management is one field of management that generally includes facets of arranging, coordinating, carrying out, and managing. This process is in function/field production, marketing, finance, and staffing. Because of the source Power, Human Resources (HR) are considered the more important role in achieving objective company then various experiences and results studies in HR fields are collected in a way systematic in what is called management source power man. Management terms have the meaning of gathering knowledge about how to manage resources. Power man. According to



Armstrong (2019), the practice management source power man relates to all aspects about how people work and are managed in the organization. This includes activities such as HR strategy, HR management, responsibility answer social company, management knowledge, development organization, HR resources (planning source power people, recruitment and selection, and management talent), management performance, learning and development, management rewards, relationships employees, welfare employees, health and safety, as well provision service employee. From the definition that has been mentioned, one can be taken a conclusion that the source Power man is science, art and internal processes activities planning, arranging, leading, and managing staff planning, development, remuneration, unity, maintenance, and dismissal for the purpose of achieving business objectives.

B) Recruitment

According to (Zefaya, 2020), recruitment is defined as a search process for employees For fulfilling positions in company units. Order management can choose to fulfil workers’ conditions. For recruitment, market orientation uses three indicators: basic source Power recruitment, sources Power employees, and recruitment strategies. The main purpose of recruitment is to find eligible candidates with qualifications and needs for the position required by the organization. By recruiting appropriate employees, organizations can increase efficiency and effectiveness operational as well as reach the objective of their business. Recruitment helps fill vacant positions as a consequence of retirement, resignation, or expansion of business, as well as ensures operational sustainability.

C) Training Work Employee

According to Simamora (2016), training Work employees is required to pick up process acquisition knowledge, ideas, guidelines, or mindset in order to improve performance power work. Another opinion (Gomes, 2013) suggests training work employees in every business. For repair performance workers at work, certain moderate ones become not quite enough, he answered. So you can conclude that training Work employees is an activity carried out to improve one’s knowledge or skills employee. For applied activity, work is certain. Training employees is more focused on improvement related to organizational HR capabilities and expertise with position or function, which does not quite answer the individual concerned moment this (current job oriented). The desired target achieved and a training program for employees is to improve performance as an individual in a position or function at the moment. PG similarly stated (Hadari, 2015:208). Training Work employees are programs for repairing the ability to carry out work individually, in groups, or based on level positions in an organization or company.

D) Performance Work

There are some different opinions about the definition of performance work from a number of experts, among others is AA Anwar Prabu Mangkunegara (2010:67) provides an understanding of performance work as “The results of work in a way the quality and quantity achieved by someone employee in carry out his task in accordance with not quite enough the answer given to him .”

According to Anwar, the influencing factors of achievement performance Work are factors of abilities (Abilities) and factors of motivation (motivation) p in accordance with Keith Davis formulated the opinion that:

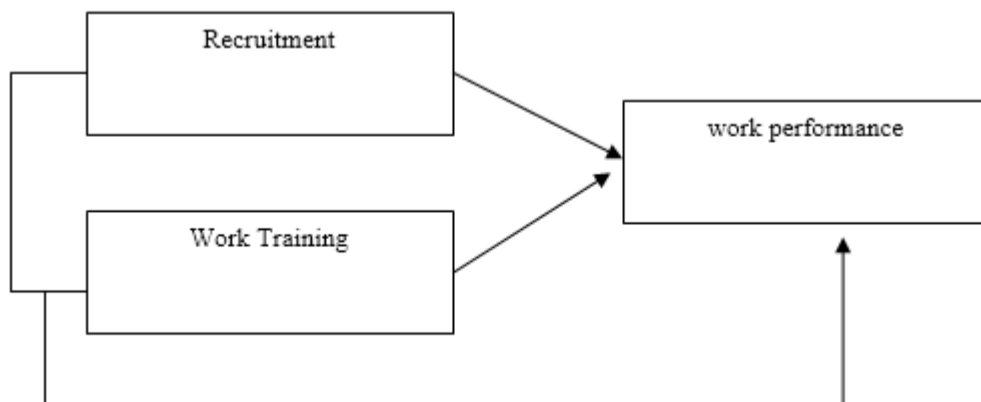
- a. Human Performance = Ability + Motivation
- b. Motivation = Attitude + Situation
- c. Ability = Knowledge + Skills

According to opinion Aldira, et al. (2023), “achievement Work is a result work achieved by somebody in carrying out the tasks given on which it is based on skills, experience and seriousness as well as time.” According to, Hoang et al. (2023) “Job performance is the record of outcomes produced on a specified job function on activity during a specified time period”. Performance Work is interpreted as results obtained from an activity work during certain periods certain. Husen (2020) defines performance work as a “result work produced by employees or behavior actually displayed in accordance with his role in an organization. He explained that performance work (performance appraisal) has a number of terms that can be exchanged; the meanings are merit rating, behavioral assessment, employee evaluation, personal review and so on.

E) Framework Thinking

College Tall must be a satisfaction-oriented customer. Satisfaction will give a good assessment from students, too, meaning the institution will give profit to all parties involved. The most important service in education is one of them is service academics and quality learning. Service academic and usage method learning becomes very important because it will influence motivation. Studying students results in successful academic students, and framework thinking is presented in Figure 1.

Figure 1. Framework Thinking



Source: Author’s data

F) Hypothesis Study

- a. Ho1 = There is no significant influence between the Recruitment System and the Work Performance of Satrolnus Polri Members at the Ditpolair Korpolarud Baharkam Polri.
- Ha1 = There is a significant influence between the Recruitment System and work performance. of Satrolnus Polri Members at the Ditpolair Korpolarud Baharkam Polri.

- b. Ho2 = There is no significant influence between Job Training on the Work Performance of Satrolnus Polri Members at the Ditpolair Kopolairud Baharkam Polri.
Ha2 = There is a significant influence between Job Training and the Work Performance of Satrolnus. Polri Members at the Ditpolair Kopolairud Baharkam Polri.
- c. Ho3 = There is no significant and simultaneous influence between the Recruitment System and Job Training on the Job Performance of Satrolnus Polri Members at the Ditpolair Kopolairud Baharkam Polri.
Ha3 = There is a significant and simultaneous influence between the Recruitment System and the job. Training on the Work Performance of Satrolnus Polri Members at the Ditpolair Kopolairud Baharkam Polri.

II. RESEARCH METHODS

Role Recruitment and Training Internal Member Increase Performance Work member Polri in sub-directorate Satrolnus in the Polairud Corps Baharkam Police Methods used in the study. This is a descriptive study with quantitative analysis, meaning it looks for the influence of the independent variable (Recruitment and training) and the dependent variable (Achievement work). The sample is part smallest from the population, increasingly big amount sample so the more OK sample study totaling 50 people.

III. RESULTS AND DISCUSSION

A) Analysis and Discussion Results in Testing Hypothesis

a. Data Analysis

1. Influence Recruitment to Performance Work Member

Table 1. T-Test and Regression Calculation Results Influence Recruitment Against Performance Work Member
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .471 ^a | .222 | .208 | 1.193 |

a. Predictors: (Constant), Recruitment

Source: Processed by SPSS

Based on the results of SPSS calculations, a correlation coefficient (r) value of 0.471 was found, indicating a positive relationship between Recruitment and Member work performance. This means that the higher the motivation through recruitment, the higher the Member work performance. The determination coefficient of 0.222 or 22.2% indicates that the Recruitment variable can explain 22.2% of the variation in work performance.

To test the significance of this relationship, a t-test was used with the following hypotheses:

Ho1: There is no positive and significant effect of recruitment on member work performance.

Ha1: There is a positive and significant effect of recruitment on member work performance.

Based on the t-test criteria:

If t count < t table ($\alpha = 5\%$, df = 59), then Ho1 is accepted, and Ha1 is rejected.

If t count > t table ($\alpha = 5\%$, df = 59), then Ho1 is rejected, and Ha1 is accepted.

The results of the t-test calculation show that the calculated t is 6.052 and the table t is 2.308. Because the calculated t is greater than the table t, Ho1 is rejected, and Ha1 is accepted. The conclusion is that recruitment has a positive and significant influence on the work performance of members of the Baharkam Polri Kopolairud.

2. Influence Training to Performance Work Member

Table 2. Calculation Results Coefficient Correlation and Coefficient Determination Influence Training to Performance Work Member

| Model Summary | | | | |
|----------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .511 ^a | .261 | .248 | 1,162 |

a. Predictors: (Constant), Training

Source: Processed by SPSS

Based on the results of the calculation above, the visible mark coefficient of the correlation (r) is 0.516. The coefficient of the correlation worth positive reflection is that training has a positive connection with the performance of the Work Member, so the more good training, the taller the performance of the Work Member. Temporary, coefficient determination obtained of 0.261 or when stated in form percentage amounting to 26.1%. With so can known Good the bad performance Work Membership 26.1% is explained by variables training.

Hypothesis both tested in the study. This is formulated as follows:

a. Ho2: Not present influence positive and significant Training to performance Work Member Satrolnus National Police at Kopolairud Baharkam National Police.

b. Ha2: Yes influence positive and significant training to performance Work Member Satrolnus National Police at Kopolairud Baharkam National Police.

Based on the calculation of the results as seen in Table 4. 18 are known calculated t-values amounting to 4,506. As for the t table value, use level significance ($\alpha = 5\%$) and degree of freedom of 59, namely 2.021. Therefore, the t count (4.031) is bigger from the t table (2.021), so Ho2 is rejected or Ha2 is accepted, so the conclusion obtained: yes influence positive and significant training to performance Work Member Satrolnus National Police on Satrolnus National Police at Kopolairud Baharkam National Police.

3. Influence Recruitment and Training together to perform work member.

Table 3. Influence recruitment and training together to perform work member

| Model Summary | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .563 ^a | .316 | .292 | 1,128 |

a. Predictors: (Constant), Training, Recruitment

Source: Processed by SPSS

Based on the calculation of the results, as seen in Table 4.15, it is known that the mark coefficient of the correlation (r) is 0.563. A coefficient correlation obtained is worth positive reflection that Recruitment and Training have a positive connection with the performance of work members, so the more tall recruitment and more good Leadership Style, the higher, the more tall performance of Work Members. On the contrary, increasingly low recruitment and more bad training are carried out, and the work members have a lower performance.

From the table above, it is also known that the coefficient of his determination reflects how much a big contribution variable is free to the variable bound, i.e., 0.316, or when stated in the form, the percentage amounts to 31.6%. With so can known tall low-performance Work Member can be explained by variables Recruitment and Training amounting to 31.6%.

Furthermore, the hypothesis third tested in this study is as follows:

Ho3: Not found to influence positive and significant Recruitment and Training in a way together to performance Work Member of the Polairud Corps

Ha3: Yes, influence positive and significant Recruitment and Training in a way together to performance Work Member Satrolnus National Police at Korpolaairud Baharkam National Police.

F test calculation results for the test hypothesis above can be seen in the following SPSS output:

Table 4: Effect F Test Calculation Results Recruitment and Training to Performance Work Member

| ANOVA ^b | | | | | | |
|--------------------|----------------|---------|-------------|--------|--------|-------------------|
| Model | Sum of Squares | df | Mean Square | F | Sig. | |
| 1 | Regression | 32,969 | 2 | 16,484 | 12,965 | .000 ^a |
| | Residual | 71,201 | 56 | 1,271 | | |
| | Total | 104,169 | 58 | | | |

a. Predictors: (Constant), Training, Recruitment
b. Dependent Variable: Work Performance

Source: Processed by SPSS

As seen in Table 4 are known calculated F values amounting to 12,964. The F value table with use level significance is 5%, and the degree of freedom is 58, namely 3.34. Therefore, the F count (12.965) is more big. From F table (1.90), Ho3 is rejected, or Ha3 is accepted, so the conclusion is: there is an influence positive and significant Recruitment and Training in a way together to performance Work Member Satrolnus National Police at Korpolaairud Baharkam National Police.

Table 5: Calculation Results Regression and Effect t-Test Recruitment and Training to Performance Work Member

| Coefficients ^a | | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | |
| | B | Std. Error | Beta | | | |
| 1 | (Constant) | 2,459 | 2,086 | | 1,179 | .243 |
| | Recruitment | .373 | .175 | .278 | 2,127 | .038 |
| | Training | .336 | .121 | .363 | 2,785 | .007 |

a. Dependent Variable: Work Performance

Source: Processed by SPSS

Based on the SPSS program output, as seen in Table 5, obtained the equation models multiple linear regression as follows:

$$Y = 2.459 + 0.373X1 + 0.336X2$$

From equation regression, the looks mark the constant amounting to 2,459. The constant value shows that at the moment, the variable Recruitment and Training value is 0, then score performance Work Member decrease amounting to 2,459.

From the equation above, each coefficient is also known as the regression worth positive (0.373 and 0.336), so describe exists comparable influence straight between Recruitment and Training to performance Work Member; Where every increase One score variable Recruitment causes increase performance Work Member of 0.373 and an increase One score variable Training increase of 0.336 at a constant of 2.459.

B) Discussion

a. Influence recruitment to performance Work.

Research Result: This states that recruitment is influential to performance Work. An effective recruitment process ensures that only candidates with qualifications and potential are best received. When candidates are recruited with their own appropriate skills, knowledge and attitudes with demanding tasks, they are more Likely To show performance of high work. Good recruitment evaluates suitability between the characteristics of candidates and the required tasks executed. For example, in the context of Korpolaairud Baharkam National Police, selective recruitment can ensure that elected members' own competence, especially For tasks in waters, such as skills navigation and capabilities acting in a situation emergency. This matter is in line with the results of the study from (Zefaya, 2020) (Vitaloka, 2021). But compare backwards with the results study from (Agustin et al., 2022), which states that recruitment has no influence on performance Work.

b. Influence training to performance Work

The research result is training influential to performance Work. Training gives a chance for members. For control skills, necessary techniques and procedures are needed in the task. For example, members of Satrolnus Possible are trained in technique patrol waters, use tool navigation, and procedures rescue. With enhanced skills, they can carry out tasks more effectively and efficiently. Training also ensures that members stay up-to-date with the latest technology, changes, regulations, and methods of operation best. Up-to-date knowledge helps them handle challenges and situations that are new and possible to appear on the field. Members who undergo good training tend to have more abilities good for finishing tasks they with high quality. They are more Ready to face complex situations and have the necessary knowledge to make the right decision. This matter is in line with the results of research from (Wati et al., 2023) (Supriatiningsih et al., 2022). So far, this not yet found study about training does not influence performance Work.

c. Recruitment and training in a way simultaneously influential to performance Work

Research result: This is that recruitment and training are simultaneously influential to performance. Work Members who go through a good recruitment process and coordinated training can Work more effectively in a team. Training often includes exercises that strengthen group cooperation and communication between members, which is important for effective teams in operation patrol and the enforcement of water law. Development Team Skills: Training geared towards development team complete results recruitment with ability collaboration and synergy. Members can more effectively work together, which improves the overall performance of the team. This matter is in line with the results of a study.

V. CONCLUSION

From the results, data analysis and discussion can be taken to a conclusion as follows.

Partial recruitment is influential, positive, and significant in performance. Work Member Korpolaairud Baharkam National Police. By Partial Training influential to performance Work Member Satrolnus National Police Korpolaairud Baharkam National Police. By Simultaneous (together same) Recruitment and Training Member influential to performance Work Member Satrolnus National Police Korpolaairud Baharkam National Police.

Suggestion

Training should Keep improving and continue to be given in a way sustainable to every member, even since beginning placement Members to be in face method applicable work Member No experience difficulty and easy For adapt yourself, apart from That the training provided should also be still customized with demands work to be charged by one person Member. For existing members, training is also permanent and must be given to prevent declining performance. Work Member Satrolnus Polri to Korpolaairud Baharkam National Police share research coming should samples and objects study more expanded again, that is not limited to Members on One Organization course, however, conducted a survey on more from One organization, so level generalization better as well as instrument study more deepened and developed again so that ability measures it better. Because basically, there are still lots of other influencing factors influencing performance. Work Member.

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