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## The Relationship Between Recruitment And Human Resources Professionalism In The Manufacturing Company Segment

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### Abstract

To achieve professionalism in human resources that is reliable and in line with what the company needs, human resource management (HR) is something important, so there needs to be careful planning starting from recruitment. The aim of the research is to determine the relationship between recruitment and human resource professionalism in the manufacturing company segment. This research method is quantitative research with a sample of 48 people from a population of 170 employees. Data was collected using questionnaires, literature studies, observations and interviews testing instruments with validity and reliability tests. For data analysis using simple correlation analysis, multiple correlation analysis, coefficient of determination analysis, t statistical test, using the help of (SPSS) 25 for windows . Research results show that there is a positive and significant relationship between recruitment and human resource professionalism in companies in the Manufacturing Segment. This shows that recruitment and human resource professionalism in the Manufacturing company segment have a strong relationship.

*Keywords: Recruitment, Human Resources Professionalism, Manufacturing Companies.*

### Abstrak

Untuk mencapai profesionalisme sumber daya manusia yang handal dan sesuai dengan kebutuhan perusahaan, pengelolaan sumber daya manusia (SDM) merupakan sesuatu yang penting, sehingga perlu adanya perencanaan yang matang mulai dari perekrutan. Tujuan penelitian adalah untuk mengetahui hubungan rekrutmen dengan profesionalisme sumber daya manusia pada segmen perusahaan manufaktur. Metode penelitian ini adalah penelitian kuantitatif dengan jumlah sampel sebanyak 48 orang dari populasi karyawan sebanyak 170 orang. Pengumpulan data dilakukan dengan menggunakan angket, studi literatur, observasi dan pengujian instrumen wawancara dengan uji validitas dan reliabilitas. Untuk analisis data menggunakan analisis korelasi sederhana, analisis korelasi

berganda, analisis koefisien determinasi, uji statistik t, dengan menggunakan bantuan (SPSS) 25 for windows. Hasil penelitian menunjukkan bahwa terdapat hubungan yang positif dan signifikan antara rekrutmen dengan profesionalisme sumber daya manusia pada perusahaan Segmen Manufaktur. Hal ini menunjukkan bahwa rekrutmen dan profesionalisme sumber daya manusia pada segmen perusahaan Manufaktur mempunyai hubungan yang kuat.

Kata Kunci: *Rekrutmen, Profesionalisme Sumber Daya Manusia, Perusahaan Manufaktur.*

## INTRODUCTION

Human resource management is the most important thing in a company. To achieve reliable human resource professionalism and in accordance with what the company needs, it is necessary to have careful planning for employee recruitment, by carrying out good employee recruitment, resource professionalism will be created. Even if you are a good human being, the recruitment system must also be carried out effectively.

Professionalism is an important factor in employees because it will show the ability, expertise, attitude, discipline, interest and enthusiasm to work with optimal performance. (Fauzan, 2020). To achieve professionalism in human resources that is reliable and in line with what the company needs, human resource (HR) management is something important, so there needs to be careful planning starting from recruitment. With good recruitment, good human resource professionalism will also be created. Employee recruitment is part of the company to meet the needs of professional human resources, apart from getting new workers, of course it must also be in accordance with the goals of the organization, who can complete their tasks in accordance with the achievements assigned to them (Erialdy, 2023). Human resources worthy of being part of a company are those who are strong and trustworthy (Nun Tufa, 2019), becomes the company's basic capital that can lead the company to achieve its goals.

Employee recruitment is part of the company's efforts to meet the needs of professional human resources, apart from getting new workers, of course it must also be in accordance with the company's wishes. The higher the professionalism of human resources within the company, the greater the company's opportunity to create expert personnel who are competent, skilled and can complete their work according to their achievements in completing their tasks.

Then what is the relationship between recruitment and the professionalism of human resources in the manufacturing company segment which operates in the field of cleaning, security and food supply services (Catering). Several researchers have conducted research on recruitment and professionalism, among others (Billy Renaldo Potale, Viktor Lengkong, 2016)

with the title *The Influence of the Recruitment and Selection Process on Employee Performance at PT Bank SulutGo*, then (Zhikri, 2019) with the title *The Effect of Recruitment on the Performance of Government Officials in Sungai Tohor Barat Village and Sendanu and Darul Ihsan Villages* and (Fatmawati, 2018), (Fatmawati, 2018), with the title *The Influence of the Recruitment and Selection Process on Employee Work Performance at PT BRI Head Branch Office*, there is also (Abdillah, 2016) with the title *The Influence of the Recruitment and Selection Process on Employee Performance at PT. Indofood CBP succeeded Makmur Tbk Tangerang Branch*. On this occasion, researchers want to conduct research which aims to determine the relationship between recruitment and human resource professionalism in the manufacturing company segment.

## METHOD

This research is quantitative research at PT. ISS Indonesia with a sample of 48 people from a population of 170 employees. The indicators measured in recruitment are the basic sources of employee recruitment, employee sources and employee recruitment methods, while the indicators for measuring professionalism are ability, quality of employees, facilities and infrastructure and the amount of human resources as well as technology and information. The measurement scale in this study uses a Likert scale.

The operational definition of the recruitment variable is a series of activities to search for and attract job applicants with the motivation, abilities, skills and knowledge needed to cover deficiencies identified in personnel planning (Simamora, 2015) in (Sunarsi, 2018). Human resource professionalism is the adaptability of human resources with sufficient knowledge and skills so that they are able to carry out their duties and functions (Kustianto, 2017).

Data was collected using a questionnaire containing questions and answer choices, testing the instrument with validity and reliability tests. Literature study by studying knowledge and theory related to the problem being researched as well as field studies through observation and interviews. For data analysis, use simple correlation analysis, multiple correlation analysis, coefficient of determination analysis, t statistical test, using (SPSS) 25 for Windows.

The raw data analysis program begins with coding, which is assigning a number or code to each answer to a statement, then continues with a data tabulation program by entering the data into a table. The data in the table is in the form of numbers according to weights on an ordinal scale. After the tabulation program is complete, frequency analysis is then carried out on the data.

## RESULTS AND DISCUSSION

### Result

- a. The results of the respondent achievement level (TCR) for the recruitment variable were at an average interval of 85%-100%, which means they strongly agree.
- b. Testing the validity of the recruitment variable shows that the R (Corrected Item-Total Correlation) value of the questionnaire statement is greater than the r table value of 0.240 (n=48 and significance 0.05), so the questionnaire statement score is declared valid.
- c. The Cronbach's Alpha value for the recruitment variable shows a number above the required value (>0.6), namely with a value of 0.883, the recruitment variable is declared reliable.
- d. The simple correlation value R between recruitment and human resource professionalism is 0.731%. According to the interpretation table, this value shows an interval of 0.60 – 0.799, which means that recruitment and human resource professionalism have a strong relationship.
- e. The coefficient of determination R square is  $0.536 = 53.6\%$ , this means that recruitment has a 53.6% relationship with human resource professionalism and the remaining 46.4% is influenced by other factors..
- f. The results of the recruitment t test show the value  $t_{count} = 7,284$  compared with  $t_{table}$  using the significance level 0,05 % with (df)=n-2=48-2=46 then the value is obtained  $t_{table} = 2,013$  because  $t_{coun} > t_{table}$  that is  $7,284 > 2,013$  then  $H_0$  is rejected and  $H_a$  is accepted, so it can be concluded that recruitment has a positive and significant relationship with human resource professionalism, as seen in table 1, below,

Table 1.  
Individual Parameter Significance Test (t Statistical Test)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	51,514	24,983		2,062	0,045
	Recruitment	4,882	0,670	0,732	7,284	0,000
Dependent Variable: Human resources professionalism						

These results provide an illustration that recruitment has a relationship with the professionalism of human resources, recruitment focuses on searching for human resources who are professional and in accordance with what the Company needs.

The results of this research are in line with research conducted by (Juliani, 2019) with the title Strategic Efforts of the Surakarta City Government in Realizing the Professionalism of Human Resources in the Apparatus, namely that the fulfillment of human resource needs is calculated based on an analysis of employee needs, namely a method for systematically determining the need for the number of employees, apart from that, employee professionalism is measured by the level of ability which is reflected through behavior daily. Likewise, the results of research conducted by (Lina, 2020) with the title The Effect of Recruitment on Employee Performance, with the results proving that recruitment has a positive and significant effect on employee performance. In this case it is also explained that recruitment aims to obtain workers with character. This research is also in accordance with this opinion (Fiernaningsih et al., 2018) entitled The Effect of Job Analysis, Recruitment and Employee Selection on the Performance of Permanent Non-PNS Employees, that the aim of recruitment is to create a pool of qualified candidates to make it possible to select the best candidates from the organization.

Recruitment is a human resource planning decision regarding the number of employees needed, when they are needed, and what criteria are needed in an organization (Billy Renaldo Potale, Viktor Lengkong, 2016). a process or action carried out by an organization to obtain additional employees through several stages which include identifying and evaluating sources of workforce attraction, determining work needs, the selection process, placement and orientation of the workforce (Irziana Fakhira, Hadi Sunaryo, n.d.), With recruitment, you will obtain potential sources of labor, obtain a number of applicants who meet the qualifications. Qualifications here are applicants who meet the requirements determined by the Company, determining the minimum criteria for prospective applicants and for selection needs.

By implementing clear and uncomplicated recruitment mechanism procedures in the company, it will be easy for employees to access jobs and to determine salaries, allowances, positions and work start dates, which is one of the main reasons employees can work optimally and professionally in accordance with the Company's expectations. Good recruitment will get employees with character and professionalism to realize the Company's goals.

One important factor in supporting the existence of a company in advancing quality is through recruitment, efforts to find prospective employees who meet certain requirements,

so that from them the company can choose the most appropriate people to fill existing vacancies. A clean and healthy company is of course because good employee performance (Eryana, 2020).

## CONCLUSION

There is a positive and significant relationship between recruitment and human resource professionalism in companies in the Manufacturing Segment with a simple correlation value R of 0.731% and a coefficient of determination R square value of 0.536 = 53.6%, these results explain that recruitment has a relationship of 53, 6% is due to the professionalism of human resources and the remaining 46.4% is influenced by other factors. This shows that recruitment and human resource professionalism in the Manufacturing company segment have a strong relationship.

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