

STUDY OF THE EFFECT OF RECRUITMENT AND SELECTION MANAGEMENT ON ORGANIZATIONAL COMMITMENT OF EMPLOYEES AT PT GEMA KREASI PERDANA

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ARTICLE INFO

Keywords:
Organizational Commitment;
Recruitment;
Selection

ABSTRACT

This study aims to determine the effect of recruitment and selection on organizational commitment to employees of PT Gema Kreasi Perdana. Recruitment variables are measured through the basic dimensions of recruitment, recruitment sources and recruitment methods. The selection variable is measured through the dimensions of experience, written tests, interviews, medical tests and job offers. Organizational commitment variables are measured through the dimensions of affective commitment, normative commitment and continuance commitment. Questionnaires were distributed to all staff level employees at PT Gema Kreasi Perdana with 125 questionnaires returned. Data was processed using SPSS software version 25. The results showed that there was a positive and significant influence between recruitment and organizational commitment with at value of 2.674. There is a positive and significant influence between selection and organizational commitment with at value of 6.388. Meanwhile, simultaneous, recruitment and selection have a positive and significant effect on organizational commitment with an f value of 65.175.

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1. INTRODUCTION

Indonesia is Wrong One country Which own commodity mining Which abundant. A number of commodity mining Which spread in Indonesia namely tin, gold, coal and nickel. Based on the report from the *United States Geology Summary* (USGS) 2023, Indonesia is one of the countries producer nickel biggest in world, with total 21% backup nickel world located in Indonesia. Besides having the largest nickel reserves in the world, Indonesia does too become the largest nickel producing country in the world with 50% of nickel production in world originate from Indonesia.

Nickel ore production in Indonesia is also increasing every year. increase in production is of course always accompanied by the addition of heavy equipment as well additional manpower to support production in mining. Ideally, the addition of manpower needs in an industrial sector can be fulfilled if the entire industrial ecosystem has existed and matured for a long time. So that a lot of manpower can taken when there is a need addition production. Although industry mining nickel Already There is since long in Indonesia, but a significant increase in production has only occurred since 2016. The increase in production cannot be separated from the increase in battery production electricity Which is component main of car electricity.

The high demand for manpower and the unavailability of many candidates in the labor market, companies must find ways to be empowered competitive and able to meet production needs. as a result of mutual activity Hijacking employees between companies is unavoidable due to supply and demand inappropriate labor demand . Companies will certainly feel worried when his employee is contacted by a recruiter of a competitor company because in current condition This, retain employees Which There is The same hard with get employee Which in accordance with need organization.

Commitment organization to worker, specifically in industry mining nickel, must be a serious discussion in any organization. Related issues Organizational commitment to employees in the nickel mining industry has an impact significant impact on various aspects of the company's operations and sustainability company. turnovers Which tall consequence commitment organization Which low cause

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losses for the company because it can result in loss employees as a valuable resource. Also, lack of intensity For endure as employee lead on decline motivation as well as decline commitment For carry out task, Which can cause decreased productivity and quality of work. Poor quality of work too is problem main Because worker Which involved Possible not enough notice standard quality Which lead on decline efficiency operational And even problem safety Work in company area.

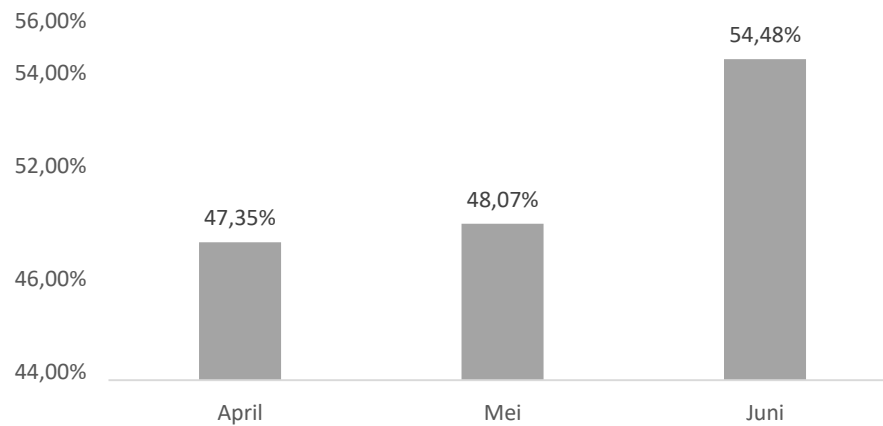
In addition, low organizational commitment also has an impact on low loyalty employee to company. Matter This create environment Work Which not enough stable And not enough in accordance with vision, mark or objective company, Which can hinder collaboration, innovation and sustainability inside company long-term. As a result, mining company nickel face challenges in retaining potential employees and achieving high level of loyalty among team members. In addition, organizational commitment Which low Also impact more big to growth business in a manner whole. Work atmosphere spoiled by low organizational commitment can lower Spirit Work The same, involvement And motivation employee For reach objective together. Matter This can hinder innovation, reduce satisfaction customer And influence image And reputation company in industry nickel mining. Therefore, the issue of organizational commitment in the industry mining nickel need handling Which Serious. Increase organizational commitment to employees is a priority to maintain stability power Work, increase productivity, quality Work And loyalty, as well as driving business growth and long-term sustainability in the industry competitive This.

Commitment organization is so far where a employee identify with organization certain And objective And desire For maintain membership in the organization (Nurse & Badera, 2018) . (Mathis & Jackson, 2011) explains that commitment organization is A conditions in which employees are towards the goals, values, and goals of the organization so that employees are willing to mobilize their abilities for needs organization in achieving goals. Organizational commitment is an identification And involvement somebody Which relatively strong to organization, desire member organization For still maintain membership in organization And willingness to work hard for the achievement of organizational goals. Organizational commitment becomes very important because of good goals and the right strategy everything will useless If commitment employee in development the organization No There is (Zusrony, 2021) . (Zulkarnain & Hadiyani, 2014) disclose at least there is 3 dimensions commitment organization that is First commitment affective relating to employees' emotional attachment to the organization he occupied. The second dimension of continuance commitment is individual commitment Which based on on consideration about What Which must sacrificed when release organization moment This. Third dimensions commitment normative Which concerned with consideration based on obligation employee in organization

Same like in company mining nickel other, in PT Echo Creation Perdana (PT GKP), employee organizational commitment is one thing be the focus for the company. The company has the expectation that employees Which moment This join is employee Which own commitment Which tall to organization. Matter This so that PT GKP can develop more rapidly as well as can compete in the industrial world. But the reality is based on the results of the initial interview with one of the management at PT GKP, there are still many employees in the field who have signs of having low organizational commitment such as late enter office, No maximum in Work, being lazy, as well as there is a number of employee Which resign And move to company competitors. Incident the occurs relatively frequently at PT GKP and enough bother operational company.

Results interview the Also proven with list presence employees of PT GKP like Which there is on table 1.

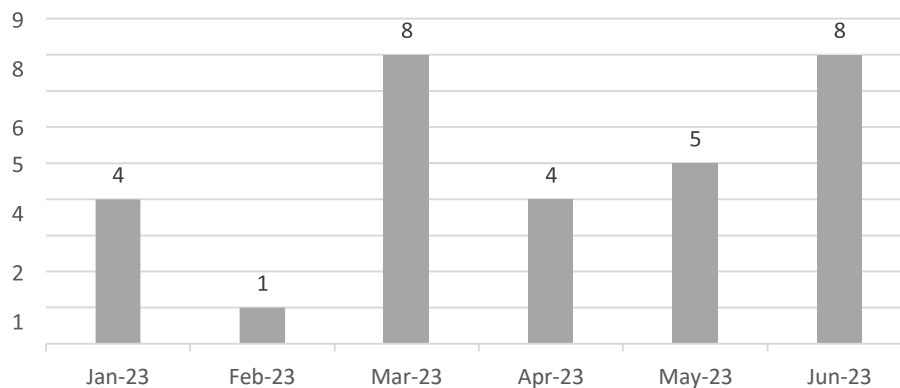
Data Kepatuhan Fingerprint Karyawan



Picture 1. Data Obedience Fingerprints

Based on table the, obtained that in month April – June 2023 obedience employee For come Andgo home from work according to the rules that apply on average only 50%. Which mean from 600 employee PT GKP, only 300 employee just Which come to officeNo late or go home Work in accordance with time Which determined company.Besides That, there is Also data employee go out like Which listed on table 2.

Total Karyawan Resign



Picture 2. Total Employee Resign

Based on table the got average employee go out on from month _ January 2023 until June 2023 that is as much 5 person. This become A a challenge in itself for PT GKP because until now PT GKP is still active in recruit employee. If every the month Still Lots employee Which go out, need employee PT GKP to be No fulfilled And impact on stability company.

PT GKP is a company that has just started production in August 2022, this means that the majority of PT GKP's employees are new employees. The number of employees who are relatively new is a separate warning for the organization. This is because employee loyalty cannot be seen clearly if there are many new employee. Coupled with increased production as well the nickel downstream program in Indonesia created employment in the sector formal become more tall. Condition This potentially cause supply And demand power Work become No stable. Request power Work expert will more than the existing stock of labor. One of as a result of condition it is activity plow each other (hijack) between company which makes employee *turnover* high. According to (Ariyati & Amelia, 2018) (Wijaya, 2017) confirm that employee with commitment organization Which low willimpact on *turnover* , lack of intensity to survive as an employee in an organization, low quality work and lack of loyalty within company.

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Commitment organization become very important Because in competition in the very strict nickel industry also see which employees have potency For go out from company.

(Bukit, 2017) in (Qomariah, 2020) mentions that there are 3 factors that affect organizational commitment. Third these factors is (1) Factor personal, (2) Factor Situational And (3) Factor positional. Factor Personal relates to the characteristics and personal attributes of each individual Which Work in organization. Factor situational covers condition as well as work environment such as peer support, work development opportunities as well as process candidate employee can join with company. Factor positional related to the position and level of a person's position in the organizational structure. From third factor the, Wrong One factor Which can controlled by company namely situational factors. Ideally, the company makes the rules as well as its own organizational culture that supports the company's vision and mission. From rule And culture organization Which owned, company can determine employee Which like What Which in accordance with need company. Based on matter the, process recruitment And selection Which appropriate need done so that ensure candidate employee Which enter is employee Which in accordance with need company so that have commitment high organization.

Commitment organization become One key important in determine success whether an organization achieves its goals. Based on these, The company must have good standards so that employees are Already There is And Which will in recruit is employee Which have commitment organization Which tall. suitability candidate Which in recruit by company become Foundation Which Enough important so that later commitment employee organization is high. This is in accordance with the results of research from (Hermawan, 2020) , which states that the recruitment process influential to commitment organization as well as can become source development of organizational commitment for employees. With the recruitment process appropriate, find employees who are able to accept that organizational culture There is, so that produce commitment organization Which tall for every employee Which will enter into the organization.

Recruitment is series process Which done For look for job applicants with the required abilities, skills and knowledge organization to meet the HR needs that have been planned by the organization (Widyani & Putra, 2020) . (Mathis & Jackson, 2011) state that recruitment is a process that aims to produce a number of applicants Which have qualification Which in accordance For A work in in organization. Today, recruitment practices have shifted to become more practical and fast. If formerly, applicant need look for vacancy Work in service employment local area or buy newspapers to see current job vacancies, now applicants only need to see job vacancies from several job sites company portal or website. The process for submitting application documents now it becomes more practical, if in the past prospective employees needed to send job application letter by post or come to the intended company, at this time all Can done in a manner online through e-mail or apply easy from job portal site . This convenience is a win win solution for the company or job seekers, at one job seeker side more easy For apply work Which in accordance with interest And his wish at a time in side other, applicant Which obtained company become the more Lots.

In process recruitment, PT GKP share two classification that is recruitment For position staff and recruitment For position non staff . Recruitment staff done by team recruitment in heads office with use various platforms job post like jobstreet And linkedin . Then CV candidate Which enter in review by using the phone screening method to ensure candidates Which later will enter in process selection, in a manner condition general Already fulfil criteria Which needed organization. Whereas For recruitment non staff whole process recruitment done in job site . Method Which done even more simple compared recruitment staff , matter This because in recruitment non staff majority position Which needed is position non skills And process priority recruitment candidates Which there is in around mine.

It's the same with the recruitment process, PT GKP is in the selection process was divided into two classifications namely staff recruitment and non-staff recruitment . Staff recruitment is also carried out by the head office recruitment team with a series namely recruiter interviews , technical tests, user interviews , salary offers, medical check up . Each is a knockout so when a candidate doesn't pass in one stage so The recruiter will send a rejection letter to the candidate the. As for the selection of non-staff candidates , the process is only interviews user And medical check up .

Process recruitment And selection actually become One unity in recruit qualified employees and in accordance with the needs of the organization. In the process, the organization can determine what kind of employee that is will enter later. The better the recruitment process is done, the better there are also many candidates who apply so there are many choices of candidates who will take part in the selection process. Likewise with the selection process, the better the selection process Which done so the more big

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opportunity organization in get employee in accordance with his needs. In do process recruitment and selection, it is very important to ensure that the employees who will be join has high organizational commitment. This is so later Recruited employees are not easy to move between companies as well have a strong mental to survive in the organization in the situation whatever.

In process recruitment And selection, principle honesty is must for organization. Matter This because so that employee Which later will enter No feel lied to with What Which informed on stage recruitment selection. Candidate Which will recruited become more know about ins and outs outs company so that since beginning Already can anticipate possibility- possibility Which Later his will arise when candidate the enter to in company. With exists openness from company in process recruitment And selection can make candidate employee feel valued. When candidate employee feel that they treated with integrity And honesty since beginning, they tend have level high trust in the organization. Trust This is base Which important For build commitment organization on candidate employee. Matter That Also can give chance bag i candidate employee For make decision Which appropriate And build connection Which each other profitable between employee And organization. With process recruitment And selection Which appropriate, organization can find employee Which capable accept culture organization Which There is, so that produce commitment organization Which tall for every employee Which will enter into the organization.

PT GKP is still carrying out the recruitment process and selection to meet the needs of employees. Based on the description above, in current conditions are important for PT GKP to find candidates who have high organizational commitment so that employees who join can stay in time Which long so that contribution employee to company become more Good And company together with employee can reach organizational goals. Recruitment and selection processes must also be carried out properly appropriate in order to get employees who have organizational commitment tall. Matter This in line with results study from (Florenca et al., 2022) Which states that the process of recruitment and selection has a positive effect on commitment organization as well as can become source development commitment organization for employee. Based on description in above , then the purpose of this research is to find out the study in influence management recruitment And selection employee to commitment organization on employee in PT Echo Creation prime .

2. METHOD

This type of research uses descriptive analysis through approach quantitative. Sample study This is employee PT Echo Creation Prime amount 125 respondent. Method taking data namely 1) study library through book sources, literature, journal, Internet, And sources other Which relevant. 2) Questionnaire, collection The questionnaire was conducted using the Google form . Taking data will helped with department heads in every field For spread to its members with ensure, member Which given links questionnaire in accordance with need study.

Method analysis data using help software SPSS 25. Analysis statistics descriptive including validity test (if $r\text{-count} \geq r\text{-table}$ said valid), test reliability is carried out with use Cronbach's Alpha . Test assumption classic consists from on test normality, test multicollinearity, test heteroscedasticity, And test autocorrelation , analysis linear double , coefficient determination (R^2) , test parameter individual (Statistic test T) , and Test Signification Simultaneous (Test Statistics F).

3. RESULT AND DISCUSSION

Analysis Descriptive And Discussion

Analysis descriptive is method analysis Which intended For describe or describe the data that has been collected as such exists without mean interesting conclusion general or generalization (Randika & Andri, 2019) . Usually the parameters of this analysis are the mean, median, mode, frequency, percentage, etc. In this study, three variables will be described, namely recruitment, selection And commitment organization.

Analysis Descriptive Variable Recruitment

Variable recruitment in study This own 3 dimensions. Frequency as well as mark from *sum* And *Means* from every items can seen on table following.

Table 1. Spread Data Recruitment Variables

No	Dimensi	Pertanyaan	SS	S	TS	STS	SUM	MEAN
1	Dasar Rekrutmen	Saya merasa jabatan saya saat ini merupakan posisi yang benar – benar dibutuhkan perusahaan.	0	2	72	51	424	3,392
2		Saya merasa pekerjaan saya saat ini sesuai dengan apa yang informasikan pada proses rekrutmen.	0	5	62	38	408	3,284
3		Saya merasa pengalaman dan pendidikan saya sesuai dengan jabatan saya saat ini.	2	10	61	52	413	3,304
4	Sumber Rekrutmen	Perusahaan memberi kesempatan karyawan saat ini untuk promosi ketika terdapat jabatan yang kosong.	5	18	65	37	384	3,072
5		Perusahaan memberi kesempatan pada masyarakat umum dalam proses rekrutmen.	2	1	78	44	414	3,312
6		Perusahaan memberi kesempatan pada warga sekitar lokasi perusahaan dalam proses rekrutmen.	1	2	70	52	423	3,384
7	Metode Rekrutmen	Perusahaan melakukan rekrutmen karyawan melalui media eksternal (Iklan, Job posting, Internet, dsb).	0	1	52	72	446	3,568
8		Perusahaan bekerjasama dengan lembaga terkait dalam menjalankan proses rekrutmen.	2	20	78	25	376	3,008
9		Perusahaan memberikan informasi kebutuhan posisi khusus untuk karyawan saat ini.	1	7	89	28	394	3,152

Based on table on, is known that on variable recruitment average the highest answer is found in question number 7, namely "the company does recruitment employee through media external (advertising, *job post* , *internet* , and so on). These results are in accordance with reality because until now PT GKP is still depend on platforms like *linkedin* , *Instagram* And *jobstreet* For share the job vacancies needed. As for value average Lowest there is on question number 8 that is "company cooperate with institution related in operate process recruitment". Matter This Also in line with reality that until moment This PT GKP Still very seldom cooperate with agencies or certain institutions in process the recruitment.

Analysis Descriptive Variable Selection

The selection variable in this study has 5 dimensions. Frequency as well mark from *sum* And *Means* from every items can seen on table following.

Table 2. Distribution Data Variable Selection

No	Dimensi	Pertanyaan	SS	S	TS	STS	SUM	MEAN
1	Pengalaman	Pengalaman yang saya miliki sesuai dengan yang dibutuhkan perusahaan pada posisi yang saya lamar	0	1	63	61	435	3,48
2		Saya percaya bahwa pengalaman yang saya miliki akan membantu perusahaan	0	0	55	70	445	3,56
3		Saya dapat menunjukan berkas pengalaman kerja saya di tempat yang sebelumnya	1	0	72	52	425	3,4
4	Tes Tertulis	Tes tertulis dilakukan untuk mengetahui wawasan dan pengetahuan	1	12	80	32	393	3,144
5		Saya dapat mengerjakan tes tertulis dengan baik	0	9	86	30	396	3,168
6		Tes tertulis yang dilakukan sejalan dengan posisi yang saya lamar	0	13	86	26	388	3,104
7	Tes Wawancara	Saya mendapatkan gambaran dari perusahaan pada saat proses interview dengan HR	1	2	75	47	418	3,344
8		Saya mendapatkan gambaran tentang apa yang akan saya kerjakan pada saat interview dengan user	1	1	74	49	421	3,368
9		Proses interview yang dilakukan sejalan dengan posisi yang saya lamar	1	0	70	54	427	3,416
10	Tes Kesehatan	Tes kesehatan perlu dilakukan agar perusahaan dapat mengetahui kondisi medis dari calon karyawannya	0	0	39	86	461	3,688
11		Saya merasa hasil tes kesehatan sesuai dengan kondisi aktual kesehatan saya	1	1	58	65	437	3,496
12	Penawaran Kerja	Penawaran kerja yang diberikan perusahaan sesuai dengan yang saya inginkan	1	12	82	30	391	3,128
13		Perusahaan memberikan informasi yang lengkap terkait dengan kompensasi dan benefit yang saya terima	2	10	80	33	394	3,152
14		Perusahaan memberikan ruang dalam bernegosiasi terkait dengan kompensasi dan benefit yang saya terima	2	12	85	26	385	3,08

Based on table 2 on variable selection obtained that mark average a The highest is found in statement number 10, namely "a medical test needs to be done so that the company can find out the medical condition of its prospective employees. Results this is consistent with the fact that the medical test is the final stage of the process selection at PT GKP. If the results of the medical test have passed, then the candidate has officially accepted to join PT GKP. Health tests also become important because, company need For monitor history health employees so that later if there are things that the company does not want, they can anticipate it beforehand. Whereas for statements with an average value the lowest

average is at number 14, namely "the company provides space in negotiate related to the compensation and benefits that I receive". this result Also in accordance with circumstances in the field, because For in class certain PT GKP already has its own *salary grade so that in the same offer* carried out in nature absolute And No negotiable Again.

Analysis Descriptive Variable Commitment Organization

The organizational commitment variable in this study has 3 dimensions. The frequency and value of the Sum and Mean of each item can be seen in the table following.

Table 3. Spread Data Variable Commitment Organization

No	Dimensi	Pertanyaan	SS	S	TS	STS	SUM	MEAN
1	Affective Commitment	Saya selalu melakukan usaha yang maksimal demi kesuksesan organisasi	0	0	68	57	432	3,456
2		Saya sering menceritakan kepada orang lain bahwa perusahaan saya saat ini merupakan tempat yang baik untuk bekerja	2	7	74	42	406	3,248
3		Saya bersedia melakukan pekerjaan apapun asalkan dapat tetap bekerja diperusahaan saat ini	7	59	44	15	317	2,536
4		Saya bangga menjadi bagian dari perusahaan tempat saya bekerja	0	1	67	57	431	3,448
5		Saya sangat senang memilih perusahaan saat ini sebagai tempat saya bekerja	0	3	77	45	417	3,336
6		Saya sangat peduli terhadap keberlangsungan organisasi	0	1	78	46	420	3,36
7		Saya merasa perusahaan ini merupakan perusahaan terbaik untuk bekerja	1	13	84	27	387	3,096
8	Continuance Commitment	Saya tidak akan tertarik bekerja diperusahaan lain meskipun pekerjaannya sama dengan yang saya kerjakan di perusahaan saat ini	5	53	48	19	331	2,648
9		Saya merasa banyak perubahan pada lingkungan perusahaan setelah saya bergabung dengan perusahaan saat ini	0	3	91	31	403	3,224
10		Saya merasa banyak manfaat yang saya dapat dari perusahaan ini	0	3	83	39	411	3,288
11	Normative Commitment	Saya berpikir bahwa berhenti dari perusahaan saat ini merupakan suatu kesalahan yang besar	4	48	54	19	338	2,704
12		Saya yakin bahwa saya memiliki loyalitas yang tinggi terhadap organisasi	0	2	76	47	420	3,36
13		Saya merasa tujuan pribadi saya sejalan dengan tujuan perusahaan	0	11	85	29	393	3,144
14		Saya merasa bahwa perusahaan saat ini memberi inspirasi untuk bisa menunjukkan kinerja terbaik saya	1	7	81	36	402	3,216
15		Seringkali saya merasa setuju dengan kebijakan dan peraturan yang diberlakukan oleh perusahaan	4	15	79	27	379	3,032

Based on table 3 it was found that the highest average value was found on statement number 1 that is "I always do business Which maximum by success organization". On statement the contain meaning that Respondents felt they had done the maximum work for success organization. Whereas For average value Lowest there is on statement number 3 that is "I willing do work whatever provided can still currently working at the company. This corresponds to the conditions in the field the reality is that many employees do not want or refuse to work outside daily work and low morale work from employee.

Overall, the mean of the organizational commitment questionnaire at PT GKP is 3.14. This figure can be said to be high enough to be no in accordance with What Which found at the beginning study. Initially, researcher argue If commitment organization in PT GKP tend low, matter This because data beginning interview with heads of site PT GKP, explain that Lots signs Which showing commitment organization low, like low productivity, there are still many employees who enter and leave work is not in accordance with applicable regulations, as well as according to the person concerned amount employee go out Enough Lots And can bother operational company. Results interview That Also in validation with data presence employee Which showing in month April – June 2023 only 50% employees just Which enter And go home from work as determined by the company, the rest is still a lot employees who come to the office late and leave the office early. Whereas for data employee go out from month January – August 2023, average employee go out as much per month 5 person.

To ensure the results of the questionnaire, researchers conducted deep interviews against 3 employees representing as regulators, supervisors as well as employee with class Lowest. Interviews This done For ensure circumstances What Which Actually happen so that make discrepancy between the initial data and the results of the questionnaire. Of these 3 people it can be concluded that low organizational commitment is not the only the only problem that occurred at PT GKP. It is characterized by up to now they still haven't applied to other companies and don't exist yet desire to move from PT GKP. But they admit that when This indeed the majority employee in PT GKP No obey on regulation And have low productivity, this is caused by a lack of supervision from superiors and organizational culture at PT GKP which has not yet been formed Good. Results interview to a supervisor even showing matter the.

He confess If of course its members Still Lots Which come late, low productivity and likes to disappear during working hours. Which is conducted by the supervisor only in the form of a warning and

never gave letter warning or the like. Based on the results of the interview also found, the majority of employees are resigned because it was offered by another company with more numbers tantalizing. As a new company, PT GKP still can't me retain employees if hijacked by other companies because it is associated with more *salary* tall.

Test Instrument

Analysis Test Reliability

Reliability test is used to ensure if the instrument is made can used a number of time in measure object Which The same (Sugiyono). Somethinga reliable construct is characterized by a *Cronbach's Alpha value* > 0.60 (Bahri & Zam Zam, 2015).

Table 4. Results Reliability Test

No	Variable	<i>Cronbach's Alpha</i>	Informatior
1	Commitment Organization (Y)	0.936	Reliable
2	Recruitment (X1)	0.761	Reliable
3	Selection (X2)	0.865	Reliable

From the table above it can be seen that all *Cronbach Alpha values* of every variable Already on 0.60. Matter This can concluded that whole variablein study This can stated reliable.

Analysis Test validity

This validity test was carried out with the aim of knowing how well something draft with indicator Which used For measure it. Something the questionnaire is said to be valid (reliable) if someone's answer to the statement Which there is in questionnaire the is consistent or stable from time to time. This validity test can be done by comparing *r* count with *r* table. Mark *r* count taken from output SPSS (Pearson correlations). Basic decision making in testing the validity of the item is if *r* count > *r* table, it can be concluded that the item is valid. Testing This validity uses 30 people as subjects, the value of *r* table for 30 people subject with mark error 5% that is 0.361. Can concluded that all items in study stated valid.

Test Assumption Classic

Results Normality test

The normality test is an analysis carried out to find out whether each variable have spread Which distributed normal. Test Normality in this study uses *the one sample model analysis technique kolmogorov-smirnov* (KS-Z). Guidelines Which used is if mark sig >0.050 then the data distribution is normal and if the sig value is <0.050 then the data distribution No normal.

Table 5. Results Normality test
One-Sample Kolmogorov-Smirnov test
 Unstandardizedresidual

N		Means	,0000000
Normal	Parameters	std. Deviation	4.12998411
a,b			
Most	extreme	absolute	.065
Differences		Positive	.065
		Negative	-.045
test Statistics			.065
asymp. Sig. (2-tailed)			.200c,d

a. test distribution is Normal.

b. Calculated from data.

Based on table in on obtained results test normality with *one sample kolmogorov-smirnov test* with sig = 0.200. This value is greater than 0.05 so that it can be said that the data is normally distributed. this result in line with test use chart histogram And P-Plot.

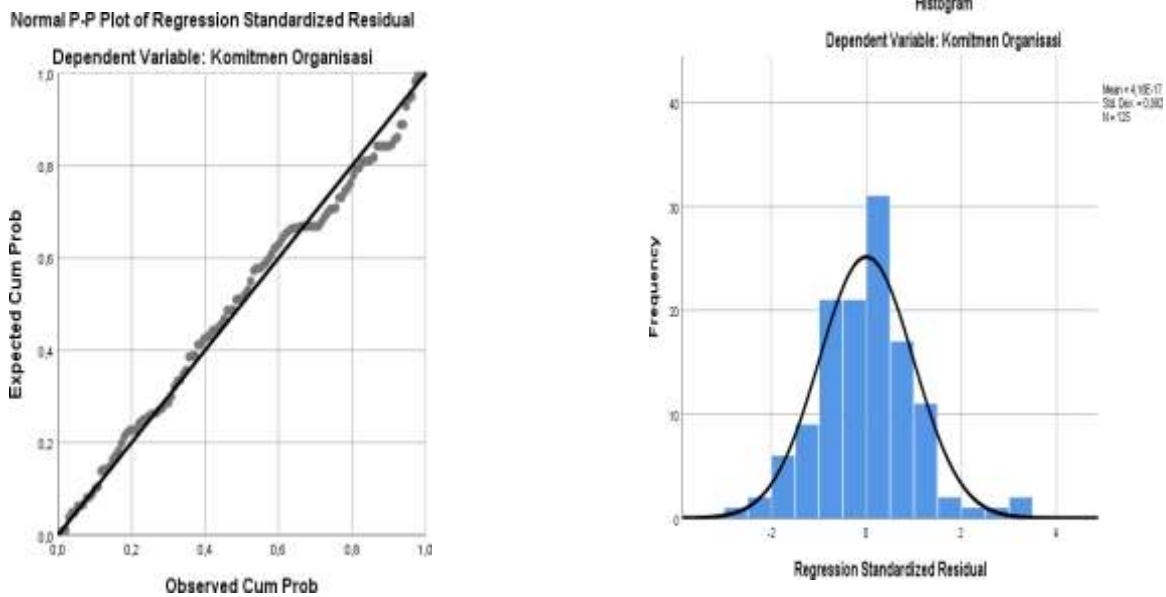


Figure 3. histogram Spread Image Data

Normal pp Plot

Based on on pattern picture in on, can seen that Chart The histogram shows the shape (*bell shape*) . While in the picture above canit is known that the points in the graph are not randomly distributed and are on around line diagonal And follow directions line diagonal. Second that matter shows that deep data study This distributed with normal.

Results Test Multicollinearity

Test multicollinearity aim For For know that No there is connection linear between variable One with variable free other.. Modela good regression is a regression where there is no correlation between the independent variables. Multicollinearity detection by looking at the tolerance and its opposite VIF, with using coefficients table analysis on the regression output with the conditional value Variances Inflation factor (VIF) < 10 And mark tolerance > 0.1. Results test multicollinearity can seen on table under This :

Table 6. Results Multicollinearity Test
Coefficients^a

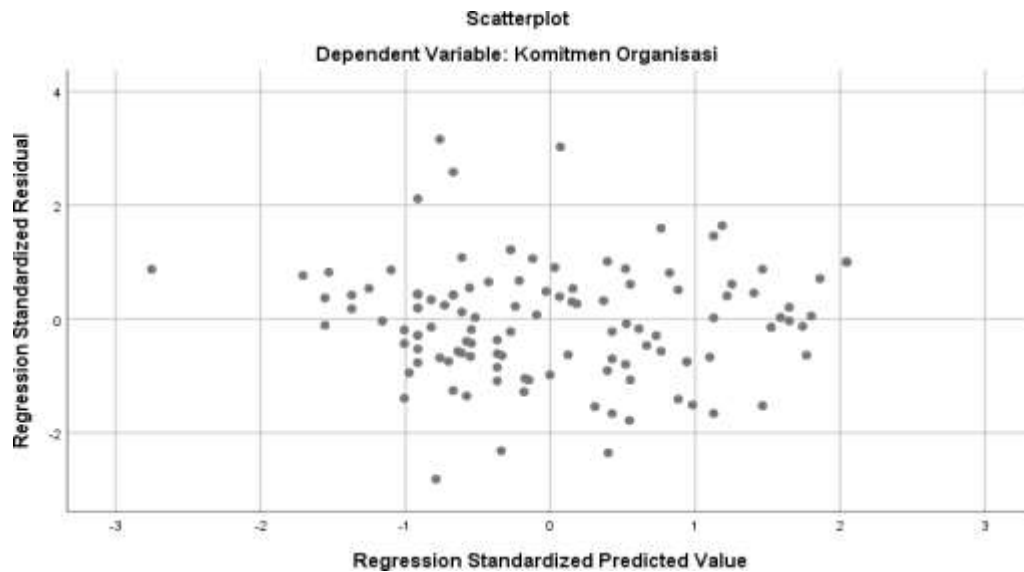
Model	Collinearity Statistics	
	tolerance	VIF
1 (Constant)		
Recruitment	,540	1,854
Selection	,540	1,854

a. dependent Variable: Commitment Organization

From the data in the table above it can be seen that the requirements for passing multicollinearity test has been fulfilled by all existing independent variables, namely the *tolerance value* is not less than 0.10 and the VIF value is not more than 10. So from That, can concluded that whole variable independent Which used in study This No correlated between one The same other.

Results Heteroscedasticity Test

Heteroscedasticity is a condition where the variance of the residual value is not the same (unequal) between one observer and another observer. If the variance and the residual value are the same (equal) between one observer and another observer, so condition This called homoscedasticity. model regression Which Good is regression Which is at in the position of homoscedasticity and No is at in condition heteroscedasticity. The basis for making decisions on this test is if there is a pattern certain Which regular in chart scatterplot means has happen heteroscedasticity, whereas If dot, dot, dot the spread so happen homoscedasticity (Qomariah, 2020) . Inner heteroscedasticity test results study This can seen on picture 5 in lower This.



Picture 5. Scatter plots

Based on Figure 5 above, the scatterplot graph shows that the dots spread And No form pattern certain Which clear. So that can concluded that No happen problem with heteroscedasticity.

Analysis Regression Double

Multiple linear regression analysis was used in this study with objective For explain connection between magnitude variable dependent (Y) with factors Which influence more from One variable independent (X). Calculation statistics in analysis regression double Which used in study This using the SPSS program. Following is a summary processing data the.

Table 7. Results Analysis Regression

Model Summary^b

R model	R Square	Adjusted R Square	std. Error of the Estimates	Durbin-Watson
1	,719 ^a	,517	,509	4,164

a. Predictors: (Constant), Selection, Recruitment

b. dependent Variables: Commitment Organization

Coefficients^a

Model		Unstandardized Coefficients	
		B	std. Error
1	(Constant)	5,275	3,691
	Recruitment	,395	,148
	Selection	,649	,102

a. dependent Variable: Commitment Organization

Thus, it can be seen the following equation: $Y = 5.275 + 0.395X_1 + 0.649X_2$

Information :

Y = Organizational Commitment
X1 = Recruitment

X2 = Selection

From results the can explained that :

1. Mark constant (constant) show mark Which positive that is of 5.275. This shows that recruitment and selection have a result of that number if there is no commitment organization.
2. Equality regression on describe influence coefficient regression of recruitment and selection of organizational commitment. Every increase recruitment One unit so variable Commitment Organization (Y) will increase by 0.395 assuming that variable the other independent of the regression model is fixed and every increase selection of one unit then the variable Organizational Commitment (Y) will increased by 0.649 assuming that the independent variables are other from model regression is still.
3. adjusted R Square as big 0.509 It means in a manner statistics 51% the variability of organizational commitment can be explained by recruitment And selection. Whereas 49% the rest explained by variable other Which No explained in model regression This.

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Test hypothesis

Test Parameter Individual (Statistical Test Q)

Test Q done For For test in a manner Partial is variable free Which consists from recruitment And selection have influence Which significant to commitment organization. For know significant or No significant variable can seen with compare t count with t table. If t count > t table on level significance 5%, so variable the own influence Which significant. Noted that t table on this research is 1.66 (t table = 1.66)

Table 8. Results Test F

Coefficients ^a		standardized Coefficients				
Model		Unstandardized Coefficients		Betas	t	Sig.
		B	std. Error			
1	(Constant)	5,275	3,691		1,429	,156
	Recruitment	,395	,148	,229	2,674	,009
	Selection	,649	,102	,543	6,338	,000

a. Dependent Variables: Commitment Organization

from _ table in above can explained as following:

1. Recruitment has a positive and significant effect on commitment organization. Because t count > t table (2.674 > 1.66) then the hypothesis acceptable. This proves that good recruitment can influence commitment organization para his employees. Level significance Also can seen on mark significance. Where the significance value of the recruitment variable is 0.009 < 0.05, which means that the recruitment at PT GKP provides influence Which significant to commitment organization, so hypothesis can accepted.

This research shows that the recruitment process at PT Echo Creation Prime have influence to commitment employee organization. The recruitment process carried out by PT GKP have standard alone so that influential to commitment organization employee. Process recruitment Which appropriate made by the company can know the quality as well capacity of prospective employees who will later join in company. This is in line with research conducted (Puspita, 2017) Which state that when company want commitment organization employee Which tall so company must operate process recruitment Which appropriate And in accordance with need company so that get candidate employee Which dedicated And have loyalty Which tall.

2. Selection influential positive And significant to commitment organization. Because t count > t table (6.338 > 1.66) then the hypothesis acceptable. This proves that a good selection can influence commitment organization para his employees. Levelsignificance can also be seen in the significance value. Where is the value significance on variable selection as big 0.000 < 0.05, Which It means selection Which There is on PT GKP give influence Which significant to commitment organization, so hypothesis can accepted.

In Study This showing that process selection Which done in PT Echo Creation Prime influential to employee organizational commitment. This is because at PT GKP has implemented a fairly stringent selection standards with a variety various processes starting from interviews by HR *to medical checks up* . In every process If No get away, so candidate the will fall And No can follow process next. This related with company want to make an effort maximum Possible that employee Which later will join are employees who have the appropriate characteristics with the corporate culture. In the HR interview process And interview *users* , candidate usually will asked related with motivation and technical ability. Besides, it's not uncommon questions about personality candidate Also asked so that can Matching personality Which owned candidate with culture organization Which There is. Test health done to ensure employees who will later join is a physically healthy employee, this is done so that employee can contribute in a manner maximum And No interrupted his work due to illness. This is appropriate study previously Which done by (Nurse & Badera, 2018) Which explains that selection has a positive effect on commitment employee organization, the better the selection is made the higher the organizational commitment. Matter This is because in the selection process we can filter candidates Which in accordance with culture organization company.

Test Significance Simultaneous (Test Statistics F)

This test was conducted to test whether the variables are recruitment and selection together or simultaneously positive and significant effect on commitment organization. Results Test F can seen on the table following This:

Table 9. Results Test F

ANOVA ^a						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	2259,809	2	1129,904	65,175	,000 ^b
	residual	2115,039	122	17,336		
	Total	4374,848	124			

a. Dependent Variable: Commitment Organization

b. Predictors: (Constant), Selection, Recruitment

From data on can concluded that test statistics F (F test) obtained Fcount more big from F table with mark 65,175 > 3.06 with level significance at 0.000 is well below 0.05. This shows that the model regression This worthy For used in predict variable commitment organization, or in other words recruitment and selection variables simultaneously positive and significant effect on organizational commitment so that H1 accepted. In accordance with the needs of the organization that will later become employees . On study This obtained that recruitment And selection in a manner simultaneous positive and significant effect on organizational commitment at PT Gema Prime Creation. This is indicated by the process of recruitment and selection A good company can make employees have organizational commitment Which tall.

This is in line with previous research conducted by (Pangkey et al., 2019) which explains that recruitment and selection have a significant influence positive effect on employee organizational commitment. At PT GKP Which is company new, repair process recruitment And selection become very important because for new companies usually companies still don't have a stable opinion so that compensation and benefits are provided also still can not be given to the fullest. Therefore it needs to be confirmed that later the employees who will join will not make these things No become reason main For join with company. Because commitment organization employee can tall If hope employee with reality Which There is no different.

4. CONCLUSION

Based on research results regarding, then can pulled conclusion as following variable _ recruitment influential positive And significant to organizational commitment, based on the t value greater than t table as big 2,674 > 1.66 And mark significance as big 0.009 (more low from 0.05). Variable selection influential positive And significant to organizational commitment, based on the t value greater than t table of 6.388 > 1.66 and a significance value of 0.000 (lower from 0.05). Recruitment and selection variables simultaneously have a positive effect and significant to organizational commitment with a calculated F value more big from F table 65,175 > 3.06 with level significance 0.000 (more low from 0.05). Currently, the organizational commitment at PT GKP has shown results the good one. However, high organizational commitment to employees does not mean that employee productivity is going well. At PT GKP, really needs to be considered related to superior supervision directly to their subordinates. Lack of supervision makes Employees become arbitrary in carrying out their work And can resulted low productivity employee.

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