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The influence of recruitment, training and compensation on employee performance at PT. Tirtayasa lestari surabaya

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ABSTRACT
PT. Tirtayasa Lestari Surabaya is one of the companies engaged in bathroom equipment (sanitary) which is developing in Surabaya. PT.Tirtayasa Lestari focuses on creating a boutique experience where every object is always displayed with context in mind so that anyone who comes is inspired to design a space that is both fun and healthy. The purpose of this research is to prove and analyze the effect of recruitment, training and compensation on employee performance at PT. Tirtayasa Lestari Surabaya. The analytical tools used in this research are validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, correlation test, coefficient of determination test, F test and t test. The sampling method is using the population for employees at PT. Tirtayasa Lestari from the general division with a total of 45 respondents. The results showed that recruitment had a significant effect on employee performance at PT. Tirtayasa Lestari Surabaya, training had a significant effect on employee performance at PT. Tirtayasa Lestari Surabaya, compensation had a significant effect on employee performance. at PT. Tirtayasa Lestari Surabaya. Based on the results of the analysis, it shows that recruitment, work motivation, training and compensation simultaneously affect employee performance that is equal to 69.7 and the remaining 30.3% is influenced by other variables outside the variables used in this study.

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INTRODUCTION

With the more development companies, and increasingly fierce competition. This is indicated by the large number of producers, distributors, and sales agents and networks its work was established with investment big to compete for market share in Indonesia. For face competition the, so every company race- race For increase quality product as well as service Which satisfying And Keep going do development. Development company forward very depend on the quality of physically healthy human resources and mental and have skills and skill Work, so that capable make the company is growing. Enhancement Human resources are one focus main For realize objective company.

Management Source Power Man (HR) is very important to achieve goals company, generally para leader company expect performance Which Good from each employee in carry out the tasks assigned by company. Company realize that Source Power Man very

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influential For reach objective company, by Because That quality HR in company must developed and directed to achieve it objective Which desired company. Matter This addressed so that company can manage good human resources effectively And efficient. Wrong One activity in management HR in something company is do recruitment to employees, providing Latest training according to standards competition Which has applied company And Also provide compensation.

Performance employee need noticed by company For achieved A the company's progress. Employee performance tall so company must own source qualified and qualified human resources in accordance with objective so that company can compete For in the future And can maintain his company pass change Which There is. Wrong One strategy which can used company For face This challenge requires employees who own ability or skill as well as experience in field his job.

Source Power Man (HR) is figure central in company, so that activity management walk with Good, To meet the company's existing targets requires qualified human resources with stage recruitment, training And compensation Which appropriate For performance employees who maximum.

METHOD

Data analysis method used in study This is test quality data (test validity And reliability), test classification assumptions and hypothesis testing. Quality test data is carried out to test adequacy and the suitability of the data used in study. Quality data aim For know validity And instrument reliability because influential on quality data.

Test Instrument

a. Test Validity

(Priyono, 2016:87) explain, For measure compatibility between draft And indicators used in A study, can Validity test is carried out. Validity device measuring will become the more tall If definition operational Which used own connection near with conceptual. In study This, test validity done using application SPSS 25. Ghozali (2018:107) states that, For know is indicator (statement) Which contained in the questionnaire valid, there are several criteria Which must fulfilled: R count worth more big compared to with r table, When sig. smaller value compared to mark alpha.

b. Test Reliability

(Priyono , 2016:87) explains that reliability relate with consistency And credibility A indicator. Information Which there is on indicator of the statement should be is consistent (does not change change). For test reliability study, study This use method Cronbach's Alpha. In this research, test reliability done with using the SPSS 25 application. Test This done with compare Alpha And r table. Every statement in questionnaire said has reliable If mark Cronbach's Alpha > 0.60 (Bahri & F., 2015). Test reliability done on 45 respondents Which has fill in questionnaire.

Test Assumption Classic

The classical assumption test is a test requirement which must be fulfilled before use analysis regression so that the model becomes valid as estimation tool. Test the classical

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assumptions the author used in this research consists on test normality, test multicollinearity, and test heteroscedasticity.

a. Test Normality

This test is carried out for test level distribution from research variables. Test normality usually done For see is variable in a study has normally distributed or abnormal. Statistical test results will decrease moment something variable own level distribution normal. Researcher use test One Samples Kolmogorov Smirnov For look for results distribution on study This. Something variable said has a normal distribution if significant value (sig.) is greater than 5% (> 0.05) (Ghozali, 2018)

b. Test Multicollinearity

Test Multicollinearity can used For look for know how much strong connection between independent variable. Multicollinearity will cause variable on the sample becomes higher. Matter the seen from results mark tolerance And Also mark variance inflation factor (VIF). Multicollinearity said does not occur if VIF has value is smaller than 10 and mark tolerance worth more big than 0.10 (Ghozali, 2018:107).

c. Test Heteroscedasticity

Test Heteroscedasticity can used to see if there is a problem heteroscedasticity in a model regression. Wrong One The method is by seeing or notice chart scatterplot between values predictions variable dependent (ZPRED) with the residual (SRESID). If there are points that forming pattern regular (wavy, widen, And narrowed), then the test results is called heteroscedasticity. If No seen pattern regular And data spread in on or in lower mark 0 on axis Y, then the results of the test is homoscedasticity (Ghozali, 2018:107).

d. Test Autocorrelation

Test autocorrelation is test Which aim For test is in A model regression linear there is correlation between error bully or error in period t with error bully on period previously

Analysis Model And Testing Hypothesis

a. Multiple Linear Regression Analysis

Technique analysis This used For know There is or not connection functional between variables X1 (Recruitment), X3 (Training), X4 (Compensation) And Y (Employee performance). (Sugiyono, 2012:132). Formula Which used is :

$$Y= a+b_1 X_1 +b_2 X_2 +b_3 X_3$$

Where:

Y = Dependent variable (PerformanceEmployee)
A = constant number b 1 b 2 b 3 = coefficient direction line
X 1 = Independent variable (Recruitment)
X 3 = Variable free (Training)
X 4 = Independent variable (Compensation)

b. Test Coefficient Determination

Test coefficient determination used For see appropriateness study Which done with see influence variable independent to variable dependent. Coefficient determination R2 used For know how much percent variation variable dependent can explained by variations

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in independent variables. Mark R 2 This located between 0 And 1. When mark R 2 close to 0 means very little variation variable dependent Which explained by variables independent.

c. Test Hypothesis

a) Test t (Partial Test)

The t test was carried out to find out as much as possible Far influence variables free in a way Partial in explained variation variables bound (Ghozali, 2013:98). Criteria taking decision with method compare t count with t tables, Where The alternative hypothesis is accepted if: t count > t table with levels significance 0.05. hypothesis And the results of the t test analysis will be accepted If meet the criteria that is:

- If mark significance variables more small from sig, 0.05 and the calculated t value ≥ t table, then Ha is accepted and Ho rejected.
- If mark significance variables more small from sig, 0.05 and the calculated t value < t table, then Ha rejects and Ho accepted.

b) Test F (Simultaneous Test)

Test F done For know is variables independent in a way simultaneous affects the dependent variable (Ghozali, 2013:98). Hypothesis test analysis results f is: If mark significance variables smaller than sig ,0.05 and value calculated significance ≥ f table, then model regression Which explain recruitment, selection, training on employee performance is No suitable If mark significance each each variable bigger from sig,0.05 And mark significance count < f tables, so model regression Which explain recruitment , training And compensation to performance employee is suitable.

RESULTS AND DISCUSSION

Test Instrument

a. Test Validity

Variabel	Pernyataan	Nilair Hitung	Nilair tabel	Keterangan
Rekrut men(X_1)	$X_{1.1}$	0,628	0,294	Valid
	$X_{1.2}$	0,681	0,294	Valid
	$X_{1.3}$	0,719	0,294	Valid
	$X_{1.4}$	0,673	0,294	Valid
	$X_{1.5}$	0,581	0,294	Valid
	$X_{1.6}$	0,736	0,294	Valid
	$X_{1.7}$	0,629	0,294	Valid
	$X_{1.8}$	0,725	0,294	Valid
	$X_{1.9}$	0,601	0,294	Valid
	$X_{1.10}$	0,432	0,294	Valid
	$X_{1.11}$	0,679	0,294	Valid
	$X_{1.12}$	0,646	0,294	Valid
	$X_{1.13}$	0,569	0,294	Valid
	$X_{1.14}$	0,670	0,294	Valid
	$X_{1.15}$	0,610	0,294	Valid
Pelatihan (X2)	$X_{3.1}$	0,706	0,294	Valid
	$X_{3.2}$	0,630	0,294	Valid

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Variabel	Pernyataan	Nilair Hitung	Nilair tabel	Keterangan
	$X_{3.3}$	0,690	0,294	Valid
	$X_{3.4}$	0,765	0,294	Valid
	$X_{3.5}$	0,706	0,294	Valid
	$X_{3.6}$	0,682	0,294	Valid
	$X_{3.7}$	0,784	0,294	Valid
	$X_{3.8}$	0,784	0,294	Valid

Variabel	Pernyablasphemy	Markrcount	Markr table	Keterajust
	X 3 . 9	0.785	0.294	Valid
	X 3 . 10	0.767	0.294	Valid
	X 3 . 11	0.697	0.294	Valid
	X 3 . 12	0.725	0.294	Valid
	X 3 . 13	0.596	0.294	Valid
	X 3 . 14	0.771	0.294	Valid
	X 3 . 15	0.802	0.294	Valid
	X 3 . 16	0.771	0.294	Valid
	X 3 . 17	0.537	0.294	Valid
	X 3 . 18	0.525	0.294	Valid
Kompensasi (X3)	X 4 . 1	0.839	0.294	Valid
	X 4.2	0.852	0.294	Valid
	X 4 . 3	0.820	0.294	Valid
	X 4 . 4	0.801	0.294	Valid
	X 4 . 5	0.884	0.294	Valid
	X 4 . 6	0.859	0.294	Valid
	X 4 . 7	0.946	0.294	Valid
	X 4 . 8	0.771	0.294	Valid
	X 4 . 9	0.946	0.294	Valid
	X 4 . 10	0.944	0.294	Valid
	X 4 . 11	0.921	0.294	Valid
	X 4 . 12	0.957	0.294	Valid
	X 4 . 13	0.880	0.294	Valid
	X 4 . 14	0.802	0.294	Valid
	X 4 . 15	0.894	0.294	Valid
Kin workKar yepan (Y)	Y 1.1	0.745	0.294	Valid
	Y 1.2	0.729	0.294	Valid
	Y 1.3	0.801	0.294	Valid
	Y 1.4	0.749	0.294	Valid
	Y 1.5	0.836	0.294	Valid
	Y 1.6	0.772	0.294	Valid
	Y 1.7	0.711	0.294	Valid
	Y 1.8	0.860	0.294	Valid
	Y 1.9	0.787	0.294	Valid

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Variabel	Pernyablasphemy	Markrcount	Markr table	Keterajust
	Y 1.10	0.844	0.294	Valid
	Y 1.11	0.835	0.294	Valid
	Y 1.12	0.581	0.294	Valid
	Y 1.13	0.594	0.294	Valid
	Y 1.14	0.699	0.294	Valid
	Y 1.15	0.717	0.294	Valid

Source: Data Primary processed,

Based on table on seen that all item statement Which measure variable recruitment, training , compensation And performance employee is valid because of the r value count > 0.294.

b. Test Reliability

Variable	Cronbach Alpha	Information
Recruitment(X 1)	0.864	Reliable
Training (X 2)	0.937	Reliable
Compensation(X 3)	0.977	Reliable
Performance Employee (Y)	0.942	Reliable

Source: Data Primary processed,

From table can is known that all variable that is variable recruitment, training, compensation And performance employee is reliable Because *cronbach the alpha* bigger from 0 .6 .

Test Assumption Classic

a. Test Normality

		Unstandardized Residual
N		45
Normal Parameters [a, b]	Mean	0E-7
	Std. Deviation	.25672903
Most Extreme Differences	Absolute	.131
	Positive	.126
	Negative	-.131
Kolmogorov-Smirnov Z		,880
Asymp. Sig. (2-tailed)		,422

Source: Processed Primary Data,

Based on the table aboveshows that the value *of asymp.significance* as big as 0.422 more bigfrom 5% (0.05) so data it is distributed normal, so that canused in study

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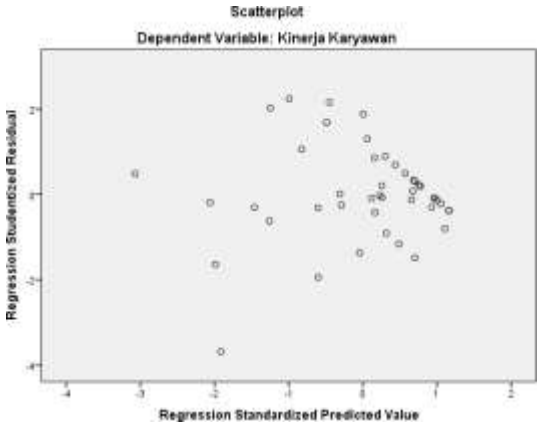
b. Test Multicollinearity

Model		Unstandardized Coefficients		Collinearity Statistics	
		B	Std. Error	Tolerance	VIF
1	(Constant)	,477	,545		
	Recruitment	,230	.101	,659	1,517
	Training	,293	.131	,711	1,407
	Compensation	,150	,067	,581	1,722

Source: Processed Primary Data

Based on on table in on show that all over the independent variable (X) is used in study This have mark VIF (*Variance Inflation Factor)* < 10, then this means in equality regression No found exists correlation between variable free or free multicollinearity, so all over variable free (X) the canused in research.

c. Test Heteroscedasticity



Source: Data Primary processed,

From picture in on can is known that variance from residuals from One observation to observation Which other No own pattern certain. Pattern Which This is not the same as indicated by mark Which No The same between One variance from residuals, dot, dot, dot spread in on And in lower number 0 on the Y axis, then you can concluded No happen heteroscedasticity.

d. Test Autocorrelation

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.835 [a]	,697	,666	.26926	1,880

Source : Data processed

From table on Can seen that mark dw as big as 1,880 Which It means dL < dw < 4-dU or 1.3357 < 1,880 <2.2800 based on this then you can concluded that No there is

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symptom autocorrelation.

Analysis Model And Testing Hypothesis

a. Multiple Linear Regression AnalysisSPSS Calculation Results

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std.Error	Beta
1	(Constant)	.477	.545	
	Rekrutmen	.230	.101	.246
	Pelatihan	.293	.131	.230
	Kompensasi	.150	.067	.255

Source: Data Primary processed,

From table in on, so canobtained equality regression linear multiple as following:

Y = 0.477 + 0.230X 1 + 0.252X 2 + 0.293X 3+ _ 0.150X 4 + e

Based on equality regressionlinear multiple in on, so can explained as following:

a. Mark constant as big as 0.477 state that If recruitment , training Andcompensation The same with zero, then employee performance (Y) isof 0.477.
b. Mark coefficient regression variable recruitment (X 1) is as big as 0.230 It means if recruitment (X1) changed One unit, so variable performance employee (Y) will changed 0.230 unit withpresumption other variables remain constant.
c. Mark coefficient regression variable training (X 2) is as big as 0.293 It means if training (X 2) changes by one unit, then it is a variable performance employee (Y) will changed0.293 unit with presumption other variables still.
d. Mark coefficient regression variable compensation (X 3) is as big as 0.150 means compensation (X 3) changed One unit, so variable performance employee (Y) will change by 0.150 units withpresumption other variables remain constant.

b. Coefficient Determination

ModEl	R	R Square	Adjusted RSquare	Std. Errorof the Estimate
1	.835 a	,697	,666	.26926

Source: Data Primary processed,

The coefficient of determination value is test For know how much big influence variable free (X) in a way simultaneous to the dependent variable (Y). Coefficient determination can seen in column R ^{2,} the result is obtained 0.697 or 69.7%. Matter This show performance employee influenced by recruitment, training And compensation as big as 69.7% whereas the rest as big as 30.3% influenced by other outside variables variable Which used in study This, like variable burden Work, environment Work, Spirit work, and other etc.

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c. t test

Model		t	Sig.
1	(Constant)	,875	,387
	Recruitment	2,291	,027
	Training	2,229	,032
	Compensationsi	2,235	.031

Source: Data Primary processed,2022

Based on table in on can withdrawn conclusion as following: Calculated t value recruitment variables (X 1) as big as 2,291 is at on probability level significance in lower 0 .05 namely 0.027. So based on probability level its significance, can be concluded that variablerecruitment (X 1) own influence significant tovariable performance employee (Y).

1. Mark t count variable training (X 2) as big as 2,229 is at on level probability significance in below 0.05 , namely 0.032. So by level probability its significance, can concluded that variable training (X 2) own influence significant to variable performance employee (Y).
2. Mark t count variable compensation (X 3) of 2.235 is at on level probability significance in below 0.05 , namely 0.031. So by level probability its significance, can concluded that variable compensation (X 3) own influence significant to variable performance employee (Y).

d. Test

Model		Sum of Squares	F	Sig.
1	Regression	6.660	22.967	.000b
	Residual	2.900		
	Total	9.560		

Source: Data Primary processed,

From the table above it can be seen that Calculate F value with probability level significance 0,000 (in lower 0.05) as big as 22,967. Based on level probability of greater significancesmaller than 0.05, then it is concluded that H 0 rejected and H a accepted. This is meaningful variable free Which consists fromrecruitment, training And compensation in a way simultaneous have influence significant to variable bound that is performance employee (Y).

CONCLUSION

Based on discussion from results analysis data, can be concluded that: Based on the results of the recruitment t test positive and significant effect to performance employee on PT. Tirtayasa Sustainable Surabaya. Based on results test t training positive and significant effect to performance employee on PT. Tirtayasa Sustainable Surabaya. Based on the

results of the compensation t test positive and significant effect to performance employee on PT. Tirtayasa Sustainable Surabaya.

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