The Effect of Employee Selection, Recruitment and Employee Skills on Employee Performance

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Abstract: The Literature Review article on the Effect of Employee Selection, Recruitment, and Employee Skill on Employee Performance is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resources Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Employee Selection has an effect on Employee Performance; 2) Recruitment has an effect on Employee Performance; and 3) Employee Skills has an effect on Employee Performance. Apart from these 3 exogenous variables that affect the endogenous variable of Employee Performance, there are still many other factors including Education, Experience and Motivation.

Keywords: Employee Selection, Recruitment, Employee Skills, Employee Performance

INTRODUCTION

The performance of an employee will have an impact on the company's performance which will affect the company's image. Therefore, a recruiter must be selective in choosing prospective employees who will work in their company. In addition, recruiters must be able to assess the prospects of the prospective employee before joining the company. Employee expertise is also directly proportional to the employee's own performance, related skills will make it easier and faster for employees to do something.

Based on the background of the problem above, the researcher determines the formulation of the problem as follows:
1. Does Employee Selection Affect Employee Performance?
2. Does Recruitment affect Employee Performance?
3. Does Employee Skills affect Employee Performance?
LITERATURE REVIEW

Employee Performance

Employee performance is an employee's performance in terms of quality or quantity that has been achieved by the employee in carrying out his duties in accordance with the responsibilities given (Mangkunegara, 2016). Employee performance is a condition that must be known and confirmed to certain parties in order to determine the level of achievement of the results of an agency associated with the vision it carries within a company (Rismawati & Mattala, 2018). Employee performance is the result of the employee's own work which can be seen from aspects of quality, quantity, working time and cooperation in achieving a goal that has been determined by the company (Sutrisno, 2018). Employee performance indicators include: 1) Quality of work; 2) Quantity; 3) Punctuality; 4) Effectiveness; and 5) Independence (Robbins, 2016).

Employee Selection

Employee selection is an activity in selecting and determining applicants who will be accepted or rejected to become employees in a company (Hasibuan, 2011). Employee selection is a process by which a company determines which people will be allowed or not to join an organization or company (Raymond, 2010). Employee Selection is a process in selecting employee candidates who have qualifications in accordance with the requirements of the work carried out to reduce some of the number of applicants, so that the best prospective employees are obtained (Bangun, 2012).

Recruitment

Recruitment is a series of activities in finding and attracting job applicants with the motivation, abilities, skills and knowledge needed to save identified deficiencies in staffing planning (Simamora, 2015). Recruitment is the process of producing a group of applicants who are qualified for professional work (Hermaddin, 2017). Recruitment is a series of activities that starts when a company needs workers and opens vacancies until it gets the desired candidate (Rivai, 2017).

Employee Skills

Employee skills are the abilities that each individual has in carrying out various tasks in certain jobs (Robbins, 2012). Employee Skill is something that is owned by an individual in carrying out the tasks or work assigned to him (Wijono, 2012). Employee skills are conditions that exist in workers who are truly efficient and effective in accordance with a predetermined field of work (Blanchard & Hersey, 2013).

Table 1. Relevant Previous Research Results

<table>
<thead>
<tr>
<th>No</th>
<th>Author (year)</th>
<th>Previous Research Results</th>
<th>Similarity with this article</th>
<th>Difference with this article</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Mardalena et al., 2020)</td>
<td>the Influence of Work Motivation, Work Discipline on Employee Performance (Case Study At Merangin Regency Settlement Area Office Employees)</td>
<td>Discussing about Employee Performance</td>
<td>In this study there is a research locus, namely in Merangin Regency Settlement Area Office Employees</td>
</tr>
<tr>
<td>2</td>
<td>(Tualai &amp; Aima, 2022)</td>
<td>The Effect of Work-Family Conflict and Workload on Employee Performance Mediated by Work Stress on Female Employees with Families in the Fiscal Policy</td>
<td>Discussing about Employee Performance</td>
<td>There are difference in variable Work Family Conflict, Workload, and Work Stress</td>
</tr>
<tr>
<td>3</td>
<td>(Eko Santoso)</td>
<td>the Effect of Organizational Culture,</td>
<td>Discussing about</td>
<td>In this study there is a</td>
</tr>
</tbody>
</table>
RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media. In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for making comparisons with the results and findings. -findings revealed in research (Ali, H., & Limakrisna, 2013).

RESULT AND DISCUSSION

Based on relevant theoretical studies and previous research, the discussion in this literature review article is as follows:

The Effect of Employee Selection on Employee Performance
Jika seleksi karyawan dapat diimplementasikan dan dilakukan dengan baik sesuai dengan indikatornya yaitu: 1) Pendidikan; 2) Referensi; 3) Pengalaman; 4) Kesehatan; 5) Tes wawancara; 6) dan tes psikotest, maka akan berpengaruh terhadap kinerja karyawan. Dengan seleksi karyawan yang baik, perusahaan akan memperoleh pekerja yang berkompeten dan dapat meningkatkan kinerja perusahaan serta citra perusahaan.

Employee Selection has an effect on Employee Performance, this is in line with research conducted by: (Mely Cahyani & Utama, 2019), (Sudiantini & Saputra, 2022), (Zulhendra & Nofrialdi, 2022), (Werita & Nofrialdi, 2021), (Rahmayani & Nofrialdi, 2022)

The Effect of Recruitment on Employee Performance

Apabila rekrutmen dapat diterapkan dan diimplementasikan dengan baik, sesuai dengan indikatornya yaitu: 1) Penentuan jumlah dan kualifikasi calon; 2) Pengisian data formulir lamaran; 3) Pelaksanaan tes kecerdasan; 4) Pelaksanaan tes bakat; 5) Pelaksanaan tes wawancara; 6) Pelaksanaan tes kesehatan; dan 7) Penilaian hasil diterima atau ditolak, maka akan berpengaruh terhadap kinerja karyawan. Rekrutmen yang baik akan menghasilkan pegawai yang memiliki loyalitas tinggi terhadap perusahaan.

Recruitment has an effect on Employee Performance, this is in line with research conducted by: (H. Saputra et al., 2020), (Andini, 2010), (Nofrialdi, 2021), (E. B. Saputra et al., 2019), (Desmiwerita & Saputra, 2019), (Ilhamalimy & Mahaputra, 2021), (Mahaputra, 2022), (Havidz & Mahaputra, 2020).

The Effect of Employee Skills on Employee Performance

Jika employee skill dapat diterapkan dan diimplementasikan sesuai dengan indikatornya yaitu: 1) Kemampuan menentukan tugas; 2) Kemampuan menentukan prosedur terbaik; dan 3) Kemampuan menentukan ukuran tugas terbaik, maka akan berpengaruh terhadap kinerja karyawan. Keahlian yang dimiliki karyawan akan mempengaruhi kinerja nya dan kontribusinya terhadap perusahaan.

Employee Skills has an effect on Employee Performance, this is in line with research conducted by: (Haitao, 2021), (Elmi & Ali, 2017), (Sanusi Silonangi, 2022), (Nofrialdi, 2022), (E. B. Saputra, 2022), (Kurniadi & Mahaputra, 2021), (Hazimi Bimaruci Hazrati Havidz, 2020), (Munawar & Mahaputra, 2022).

Conceptual Framework

Based on the formulation of the problem, theoretical studies and previous research as well as discussions between variables, the conceptual framework is set as follows:

![Conceptual Framework](https://greenpub.org/IJAM)

Based on the conceptual framework picture above, then: Employee Selection, Recruitment and Employee Skill affect Employee Performance. Apart from the variables of
Employee Selection, Recruitment and Employee Skill affect Employee Performance. There are other factors that affect Employee Performance, including:

2) Experience: (Mansur & Ali, 2017), (SiVARAM et al., 2019), (Elmi et al., 2020), (Richardo et al., 2020), (Masruhin et al., 2021), (Zahran & Ali, 2020), (Fardinal et al., 2022).
5) Co-Workers: (Sivaram et al., 2020), (Agussalim et al., 2016), (Pusparani et al., 2021).

CONCLUSION AND RECOMMENDATION

Conclusion
Based on the problem formulation, theoretical study and discussion above, researchers can conclude hypotheses for further research, namely:
1. Employee Selection affect Employee Performance.
2. Recruitment affect Employee Performance.
3. Employee Skills affect Employee Performance.

Recommendation
Based on the conclusions above, there are many other factors that influence Employee Performance that can be used for further research, namely: Education, Experience, Motivation, Work Environment, Co-Workers.

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