

ABSTRACT

Human resources are an important asset in a company to achieve the success of the company. Employees must have high performance in accordance with the company's target or quality standards. One of the factors that can affect employee performance is by selecting qualified employees through a rigorous recruitment and selection process. An effective and efficient recruitment and selection process for new employees will have a positive impact on the company's performance. The purpose of this research is to find out how the amount of recruitment affects employee performance, especially in the Big Data Analytics division of PT Pos Indonesia (Persero) Bandung, as well as how much influence the selection has on the performance of employees of the analyst division of PT Pos Indonesia (Persero) Bandung.

*This research uses descriptive quantitative research method. The population in this study was all employees of the analyst division of PT Pos Indonesia (Persero) Bandung consisting of 35 employees with *teknis* probably sampling. The research data source consists of primary and secondary data. Data collection techniques consist of field studies and library studies. Data analysis is done by track analysis, hypothesis test and coefficient of determination.*

*The results showed that the Recruitment variable (X1) did not significantly affect Employee Performance (Y) by *t* calculate $1,716 <$ from the table *t* of $2,036$, a significant rate of $0.096 > 0.05$. The Selection Variable (X2) significantly affects the Employee Performance variable (Y) by *t* calculates $3,976 >$ of the table *t* i.e. $2,036$, a significant rate of $0.000 < 0.05$. Variable Recruits and Selection significantly influential $0.000 < 0.05$. While the simultaneous calculation of $39,209$ which indicates that Recruitment and Selection is influential or correlated to Performance. In calculation, recruitment determination on performance has a direct influence of 0.070 or 70% and indirect influence of 0.129 or 12.9% .*

Keywords: Recruitment, Selection, and Employee Performance