

ABSTRACT

OK OCE is one of the social movements of job creation. The background of this study is the existence of facts in the form of organizational performance achievement data on OK OCE INDONESIA. The Data shows that there are fluctuating symptoms in the achievement indicators of organizational performance that hamper employee performance, this has an impact on not achieving organizational goals. This study aims to analyze and examine the effect of recruitment and selection on employee performance OK OCE INDONESIA.

This study used quantitative methods. Sampling technique used is by using a total sample technique, where the sample is all employees OK OCE Indonesia with the number of respondents as many as 35 employees. The results showed that the recruitment variable (X1) does not significantly affect the performance of employees (Y) by t count $-1.082 <$ from T table which is 1.694, significant level $0.287 > 0.05$. Selection variable (X2) significant effect on employee performance variable (Y) of t count $4.191 >$ from T table that is 1.694, significant level $0.000 > 0.05$. While the simultaneous calculation of 11.229 which shows that recruitment and selection influence or correlate with performance. In the calculation of recruitment determination on performance has a direct influence of 0.412 or 41.2% while the remaining 58.8% is influenced by other factors not examined in this study.

Keywords: *Recruitment, Selection, Employee Performance*