THE INFLUENCE OF EMPLOYEE SELECTION PROCESS ON EMPLOYEE PERFORMANCE AT THE CAMMING SUGAR FACTORY

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ABSTRACT

Human resources are one of the resources that exist in the organization which consists of people and their activities this is the most resources compared to other resources. At the Camming Sugar Factory, human resources are the main means to achieve the desired goals of the company, especially in the production section in order to achieve maximum production results with the aim of maintaining the survival of the company and employees being able to perform optimally in the form of work productivity. To achieve this goal, qualified human resources are needed, one way is through a good and correct selection process. The performance of employees at the camming sugar factory is said to be less than good. This can be seen from the conditions that have occurred in the Camming sugar factory, namely the threat of bankruptcy with an average loss of more than Rp. 100 billion per year due to production results which are only 30 percent of the maximum potential since 2001. Based on the parameters that cause losses at the Camming Sugar Factory which is thought to be caused by weak management which is considered to be the main trigger, it is necessary to research and review what factors influenced the decline of the factory..The method used in this research is linear regression method, in which the method can determine the hypothesis and the relationship between the independent variable and the bound variable. The research results obtained from the coeficients table obtained a significance value of 0.000 <0.05, so it can be concluded that the Selection variable (X) affects the Performance Variable (Y). From the statistical calculation of the t test, t count is 6,731> from t table then H1 is accepted and Ho is rejected. This means that there is a significant and positive effect of the employee selection process on the performance of employees at the Camming Sugar Factory. Thus the hypothesis is proven.

Keywords: Selection, Performance, Employees, Selection Process, Linear Regressio

I. INTRODUCTION

Camming Sugar Factory was officially built with the issuance of Minister of Agriculture Decree No. 668 / Kpta / org / 1981 dated 11 August 1981 which aims to meet domestic sugar needs [1]. Camming Sugar Factory is a subsidiary of PT. Perkebunan Nusantara XIV (Persero). Camming Sugar Factory is a sugar company in South Sulawesi which is located in Pitumpidange Village, Libureng District, Bone Regency. [2].

At Camming Sugar Factory, human resources are the main means to achieve the desired goals of the company [3]. Especially in the production section to achieve maximum production results with the aim of maintaining the survival of the company and employees being able to perform optimally in the form of work productivity. [4]. The optimal level of productivity is what is important for Camming Sugar Factory in order to meet consumer demand more quickly and accompanied by good quality [5].

To achieve this goal, qualified human resources are needed, one way is through a good and correct selection process [5]. Human resources are a reflection of the quality of business given by a person in a certain time to produce goods and services which are the integrated ability of human thinking and physical power.[6].Human resource management has a specificity compared to management in general, because what is "managed" is human beings, so that the success or failure of human resource management has a very broad impact [7].

Selection is a process consisting of specific steps from a group of applicants who are most suitable and eligible for a particular position [8]. Selection of applicants is a process of selecting or determining qualified individuals to fill positions in the company [9].

The performance of employees at the camming sugar factory is said to be less than good. This can be seen from the conditions that have occurred in the camming sugar factory, namely with an average loss of more than Rp. 100 billion per year due to production results that are only 30 percent of the maximum potential since 2001..This condition is due to the government's lack of seriousness in fixing the management of the factory that is shaded by PT Perkebunan Nusantara XIV. Weak management is considered the main trigger for the decline in sugar production at the Camming Sugar Factory [10].

II. RESEARCH METHODS

2.1 Time and Place of Research

This research was conducted at Camming Sugar Factory, Wanuawaru Village, Libureng District, Bone Regency. The research time is for one month from 26 February 2020 to 27 March 2020.

2.2 Data collection

The type of data used in this study is qualitative data consisting of primary data and secondary data.

2.2.1 Primary Data

1. Observation
Make direct observations and notes on the object to be studied.
2. Interview
   Asking employees at Camming Sugar Factory questions.
3. Questionnaires
   Collecting data through a list of statements arranged in such a way as to be easily answered by respondents.

2.2.2 Secondary Data

Data obtained from notes, books, papers, reports, archives and other documents.

2.3. Data processing steps in the Linear Regression method

1. Collecting data.
2. Data processing using SPSS (Statistical Product and Service Solution)
3. Test research instruments
4. Validity test
5. Reliability test
6. Normality test
7. Linear regression test
8. Hypothesis testing

III. RESULTS AND DISCUSSIONS

3.1 RESULT

3.1.1 Description of Respondent Profile

Describe or describe the identity of the respondents who were used as research samples. In the discussion of the respondent profile, 70 respondents were determined, this is based on the Slovin formula as described in the previous chapter. Emphasized descriptions of respondents' profiles are based on gender, age, latest education level and based on length of work.

A. Based on Gender

Table 1. Descriptions of Respondents Profile based on Gender

Based on table 1, namely the description of the respondent's profile according to gender, it turns out that the respondents are male by 94% and female (6%). This shows that the employees who work at the Camming Sugar Factory are more dominated by male employees when compared to employees who are female.

B. Based on Age

Table 2. Description of the profile of respondents by age

Age	Frequency (people)	Percentage (%)
21-30	15	21%
31-40	18	26%
41-50	18	26%
> 50	19	27%
total	70	100%

Based on table 2, the description of the profile of respondents according to age is more dominated by respondents aged> 50 years, which is 27%, so it can be concluded that employees who work at Camming Sugar Factory are> 50 years old on average. Then it needs to be added that the average employee who works can be said to be not of productive age, where this will affect employee performance

C. Based on Education Level

Table 3. Descriptions of Respondents Profile Based on Education Level

Education	N	Percentage (%)	
High school	55	78%	
D3	2	3%	
S1		13	19%
S2		-	-
Total	70	100%	

Based on table 3, namely a description of the respondent's profile according to the latest education level, which shows that the largest respondent's education level is SMA, namely 78%. It can be said that employees who work at the Camming Sugar Factory have an average high school education. Employee education level will affect employee performance. Where the higher the education of employees who work, the more employees will have broad insight in handling work.

C. Based on the length of work

Table 4. Descriptions of Respondents

Gender	Frequency (people)	Percentage (%)
Male	66	94%
Women	4	6%
Total	70	100%

Profile Based on Length of Work

Length of work	N	Percentage (%)
1- 10 yrs	23	33%
11-20 yrs	17	24%
> 20 yrs	30	43%
Total	70	100%

Based on table 4, namely the description of the respondent's profile according to

Statement Item	Correlation	Sig	Minimum limit of correlation	Decision
X1	0.681	0.000	0.23	Valid
X2	0.611	0.000	0.23	Valid
X3	0844	0.000	0.23	Valid
X4	0.392	0.001	0.23	Valid
X5	0.719	0.000	0.23	Valid
X6	0.508	0.000	0.23	Valid
X7	0.284	0.017	0.23	Invalid

the length of work, the largest respondent is> 20 years, which is 43%. It can be said that employees who work at the Camming Sugar Factory have worked on average for more than 20 years, where the higher the employee's tenure, the higher the employee's experience in handling each job.

3.2 DISCUSSION

3.2.1 Test Research Instruments

A. Validity Test

1. Independent Variable (X) Employee Selection Process

Table 5. Validity Test for Independent Variables

The validity test for the employee selection variable which has 7 statement items turns out to have a correlation between 0.284 - 0.719, while the minimum limit value is 0.23. The statement items have a significant correlation (α <0.05) so that it can be concluded that statements 1 to 6 are said to be correct or valid, while statement 7 is said to be incorrect or invalid.

2. Dependent Variable (Y) Employee Performance

Table 6. Validity Test for Dependent Variables

Question Code	Correlation	Sig	Minimum limit of correlati	Decision

Research variable	Number of Statement Items	Cronbach's alpha	Cronbach's alpha limit	Information
Employee Selection	7	0.740	0.6	Reliable / Reliable
Employee performance	7	0.785	0.6	Reliable / Reliable
Y1	0.775	0.000	0.23	VALID
Y2	0.782	0.000	0.23	VALID
Y3	0.776	0.000	0.23	VALID
Y4	0.515	0.000	0.23	VALID
Y5	0.778	0.000	0.23	VALID
Y6	0.821	0.000	0.23	VALID
Y7	0.853	0.000	0.23	VALID

The validity test for the employee performance variable obtained the correlation value of each research instrument, namely 0.515 - 0.853, while the minimum correlation value was 0.23. All statement items are significantly correlated (α <0.05) so it can be concluded that all statement items can be categorized as valid.

B. Reliability Test

Table 7. Reliability Test Results

The results of the reliability test with 2 variables and 14 statement items turned out to have Cronbach's alpha, namely 0.740 and 0.785. It can be said that of the 14 statement items used, all of them can be categorized as Reliable / reliable because they have Cronbach's alpha above 0.60. Thus it can be said that all statement items that have been processed have a high level of reliability in the hypothesis testing process.

C. Normality Test

Figure 1. One-Sample Kolmogorov-Smirnov Test

Based on the results of the normality test, it is known that the significance value is 0.181> 0.05, it can be concluded that the residual value is normally distributed.

D. Linear Regression Test

Figure 2. Model Summary

The picture above explains the value of the correlation / relationship (R), which is 0.632. From this output, the coefficient of determination (R Square) is 0.400, which implies that the effect of the independent variable (selection) on the dependent variable (performance) is 40%.

Figure 3. Anova

From this output, it is known that the value of F count = 45.309 with a significance level of 0.000 <0.05. Then the regression model can be used to predict the participation variable, or in other words, there is the influence of the Selection variable (X) on the performance variable (Y).

Figure 4. Coefficients

It is known that the constant value (a) is 5.703 while the selection value (w / regression coefficient) is 0.813, so the regression equation can be written:

$$Y = a + bX$$

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$$Y = 5.703 + 0.813X$$

1) The constant of 5.703 means that the consistent value of the performance variable is 5.703
2) The X regression coefficient of 0.813 states that every 1% addition of the Selection value, then the Performance value increases by 0.813. The regression coefficient is positive, so it can be said that the direction of the variable X to Y is positive.

D. Hypothesis Testing

Coefficients^a					
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.703	3.097		1.841	.070
SELEKSI	.813	.121	.632	6.731	.000
a. Dependent Variable: KINERJA					

Figure 5. Coefficients

Based on the significance value: the coefficients obtained a significance value of 0.000 <0.05, so it can be concluded that the Selection variable (X) affects the Performance Variable (Y).

Hypothesis:
1) H0: There is no significant (significant) effect of the Selection variable (X) on the Performance variable (Y).
2) H1: there is a significant (significant) effect of the Selection variable (X) on the Performance variable (Y).

Based on the t value: it is known that the tcount value is 6,731> 1,994 so it can be concluded that the Selection variable (X) affects the Performance variable (Y) means that Ho is rejected and H1 is accepted.

IV. CONCLUSION AND ADVICE
4.1 CONCLUSION
Based on the results of the discussion previously described, it can be concluded that:
1. Employees 'performance at Camming Sugar Factory is said to be quite good when viewed from the respondents' answers to the questionnaire. However, from several stages of the selection process for prospective workers at the Camming Sugar factory, there are several important criteria and stages that are overlooked by the company. If the employee selection process at Camming Sugar Factory is carried out in appropriate stages, it will have an impact on the performance and progress of the company.
2. Based on the significance value: the coeficients obtained a significance value of 0.000 <0.05, so it can be concluded that the Selection variable (X) affects the Performance Variable (Y). From the statistical calculation of the t test, t count is 6,731> from t table then Ha is accepted and H0 is rejected. This means that there is a significant and positive effect of the employee selection process on the performance of employees at the Camming Sugar Factory. Thus the hypothesis is proven.

4.2 ADVICE
The suggestions that can be given in connection with the results of this study are as follows:
1. To improve company performance, the Camming Sugar Factory should carry out all stages of the Employee Selection process so that the employees obtained are what the company wants.
2. The company should place Human Resources as the main pillar of value creation in order to encourage the company to grow and develop so that the mission of the company can be achieved.

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