



EFFECTIVENESS OF RECRUITMENT AND SELECTION PRACTICE IN MANUFATCURING COMPANY

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ABSTRACT

This study aimed to study the recruitment and selection practice in manufacturing company and also to determine the effectiveness of recruitment and selection. This study is using quantitative method to collect and evaluate the data. The approach that has been used to analyse the result is descriptive statistics to find the statistic of mean and standard deviation as well as frequencies to find the percentage of the result. 100 employee in manufacturing company will be given a questionnaire to collect the data. This research aims to prove the recruitment a.nd selection practice in manufacturing company had been applied

INTRODUCTION

Recruitment is the process that finding and attracting the interest of employee to meet the needs of organization.
Selection is to identify and selecting the candidates and then place them in jobs.
Mokaya, Mukhweso, & Njuguna (2015) recruitment is one of the critical activity that may affect their performance an organization.
Johnson (2003), the recruitment and selection of employees is a process of gathering and assessing the information of an individual in the process of giving a job.

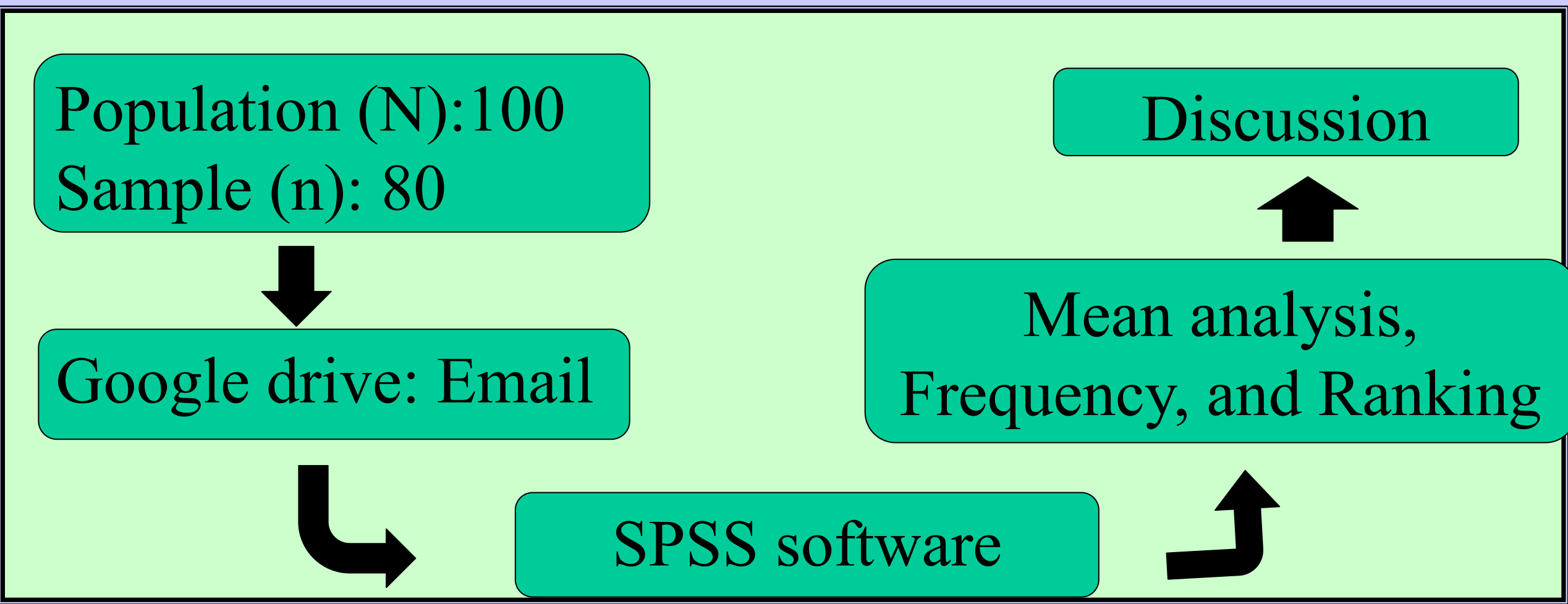
RESEARCH OBJECTIVES

- 1. To study the recruitment and selection practice in manufacturing company.
- 2. To determine the effectiveness of recruitment and selection practice in manufacturing company.

RESEARCH QUESTIONS

- 1. What are the recruitment and selection practice in manufacturing company?
- 2. How effectiveness are the recruitment and selection practice in manufacturing company?

METHODS



CONCLUSIONS AND RECOMMENDATION

Conclusion:Recruitment practice has a high average of mean compare to selection practice however it can be prove the recruitment and selection are implement in manufacturing company. The effectiveness of recruitment and selection in manufacturing company also in high level of mean analysis with 3.8345.

- Recommendation:**
- 1. This research should be added with other techniques in order to collect data and not only depend on one method like questionnaire.
 - 2. Researcher not expert to use the SPSS, to solve this problem researcher suggest every new researcher must give training about the SPSS.

RESULTS

Correlation Analysis

Correlations			
		IV	DV
IV	Pearson Correlation	1	.639**
	Sig. (2-tailed)		.000
	N	80	80
DV	Pearson Correlation	.639**	1
	Sig. (2-tailed)	.000	
	N	80	80

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The table 4.10 shows the result of correlation between recruitment practice and human resource effectiveness which is the Pearson correlation value obtained is 0.639. Based this result is means there is moderate strong between recruitment practice and human resource effectiveness.

Correlations			
		IV	DV
IV	Pearson Correlation	1	.669**
	Sig. (2-tailed)		.000
	N	80	80
DV	Pearson Correlation	.669**	1
	Sig. (2-tailed)	.000	
	N	80	80

**.

The table 4.11 shows the result of correlation between selection practice and human resource effectiveness which is the Pearson correlation value obtained is 0.669. Based this result is means there is moderate strong between selection practice and human resource effectiveness.

H10: There is no relationship between recruitment practice and human resource effectiveness

H1a: There is a relationship between recruitment practice and human resource effectiveness

H20: There is no relationship between selection practice and human resource effectiveness

H2a: There is a relationship between selection practice and human resource effectiveness

Based on the result there is a relationship between recruitment practice and human resource effectiveness. For hypothesis 2a also shows there is relationship between selection practice and human resource effectiveness. So, the both of hypothesis are taken valid and accepted. Therefore, the null hypothesis is rejected. The correlationship test values indicate that there is relationship between the dependent variable and the independen variable. From an analysis, we can concluded that relationship between all variables are have positive relationship. Independent variables and dependent variables are connected each other to represent positive relationship correlation analysis.