

## INFLUENCE OF RECRUITMENT, SELECTION, COMMITMENT, AND WORKING DISCIPLINE AGAINST EMPLOYEE PRODUCTIVITY PT KAKA INTI BOGA

Refael Teofilus  
Mukti Wiyanto

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### ABSTRACT

*Employee Productivity is one aspect that plays an important role in the development of a company or organization. This study aims to test the influence between employee productivity and recruitment, selection, commitment, and work discipline on employee of PT Kaka Inti Boga Branch Kosambi. This study used questionnaires to collect data. The sample in this study was 58 employees, using a Nonprobability sampling method with the saturated sampling. The data analysis method used is multiple linear regression. The analytical data used in this study used a classical assumption test, normality test, model test, and hypothesis test. The results of the analysis in this study indicate that recruitment, selection, commitment, and work discipline effect on employee productivity. So PT Kaka Inti Boga Branch Kosambi needs to pay attention to the level of recruitment, selection, commitment, and work discipline to improve employee productivity.*

*Keywords:* Employee Productivity, Recruitment, Selection, Commitment, Work Discipline.

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### INTRODUCTION

The kedoya branch of Kampung Kecil Restaurant is a restaurant that has a Sundanese feel, located in the West Jakarta area. This Kampung Kecil restaurant is under PT kaka Inti Boga which was established on July 13, 2015. This restaurant is named Kampung Kecil with the hope that every guest who comes or visits can feel or enjoy the atmosphere like being in a village or rural area even though they are in urban. In achieving its goals, every exterior and interior design of Kampung Kecil is designed and arranged in such a way as to resemble a village area. Complementing these things, the menus in Kampung Kecil are made at affordable prices and serve Sundanese specialties.

To maintain Kampung Kecil's existence in the fierce competition in the same field, Kampung Kecil is committed to continuing to maintain the quality of food from raw materials to food processing, continuing to improve the ability of each employee to be able to provide the best service to guest or visitors. From the Kedoya branch of Kampung Kecil Restaurant.

### Employee Productivity

Employee productivity plays an important role in a company or organization to be able to achieve the vision, and mission set by the company or organization so that it can make a company or organization superior in business competition and the goals of the company or organization can be achieved, therefore, the importance of the company or organization in maximizing employee productivity by carrying out several stages so that employees can meet the standards set by the company or organization.

### Recruitment

Employee productivity can be influenced by several factors, one of the factors that can affect productivity including recruitment. According to Hasibuan (2011), recruitment must refer to several indicators such as the basic of recruitment, recruitment sources, and recruitment methods used by the company. So that later the recruitment process within the company can run smoothly and can meet the needs of the company.

### Selection

In addition to recruitment factors, there are selection factors that can effect employee productivity. According to Simamora (2015), selection must refer to several indicators such as education, experience, and a series of tests. So that employees can meet the standards set by the company.

### Commitment

Other factors affect employee productivity, that is commitment. According to Widyanto (2013), commitment must refer to several indicators such as being sure and comfortable, being serious, and having a strong desire. So that company goals can be achieved.

### Work Discipline

Another factor that also affects employee productivity is work discipline. According to Siswanto (2015), work discipline must refer to several indicators such as according to the set time, working well, and obeying the rules. So that employees can work in a disciplined manner with what has been set by the company.

**Table 1: Sales Data**

Year	Target	Sales
2019	2.200.000.000	2.531.890.000
2020	2.000.000.000	1.722.400.000
2021	1.000.000.000	727.000.000
2022	1.500.000.000	1.604.700.000

Based on the sales data Table 1 above, the problems that occurred at PT Kaka Inti Boga Kosambi Branch were suspected of the decline in sales results from PT Kaka Inti Boga Kosambi Branch in 2020 and 2021. In 2020, it can be seen from Table 1 that the target is 2.000.000.000, but sales results show a decrease of 1.722.400.000. In 2021, it can be seen from Table 1 that the target is 1.000.000.000, this has decreased from the previous year due to Covid-19, so sales results only reached 727.000.000.

**Table 2: Employee Attendance Data**

Year	Number of Days	Number of Employees	Number of Attendance	Attendance rate	Attendance Standard
2019	303	58	1743	5,75	
2020	304	29	1317	4,33	
2021	303	29	1479	4,88	4%
2022	303	58	1988	6,56	

In the last 4 years, employees of PT Kaka Inti Boga Kosambi Branch showed fluctuating attendance levels. The attendance crisis standard is the limit for employees who are absent from work due to illness without a doctor's certificate and negligence. Calculation of the employee attendance level can be calculated using the formula attendance = number of attendance/number of days x 100%.

The employee attendance level at PT kaka Inti Boga Kosambi Branch shows fluctuating numbers, the average attendance rate that occurred in the last 4 years was 5,38%. This attendance level exceeds the predetermined attendance crisis standard of 4%. This is thought to affect the productivity of employees of PT kaka Inti Boga Kosambi Branch.

**Table 3: Research Gap**

Independent variable	Effect	Not Effect	Writer
Recruitment (X1)	√		Fakhira et al. (2021)
		√	Siregar et al. (2020)
Selection (X2)	√		Sholiha (2021)
		√	Arviana and Ruswidiono (2022)
Commitment (X3)	√		Irmayani et al. (2022)
		√	Gabriela et al. (2019)
Work Discipline (X4)	√		Firdaus et al. (2019)
		√	Pawirosumarto and Iriani (2018)

Based on Table 3, it shows that there are differences in research results in the 4 X variables. In the journal of researches, Siregar et al. (2020) said that recruitment does not affect employee productivity, whereas in the journal researches Fakhira et al. (2021) say recruitment has a positive effect on employee productivity. Then, in the research journal, Arviana and Ruswidiono (2022) said that selection did not affect employee productivity, while in the research journal, Sholiha (2021) said selection had a positive effect on employee productivity.

The journal of researchers Irmayani et al. (2022) says that commitment influences employee productivity, while in the journal researchers Gabriella et al. (2019) said commitment does not affect employee productivity. For the journal of researchers, Firdaus et al. (2019) say that work discipline does not affect employee productivity, whereas in the research journal Pawirosumarto and Iriani (2018) say that work discipline has a positive affect on employee productivity. Therefore, the author is interested in reviewing whether recruitment, selection, commitment, and work discipline have an effect or no effect on employee productivity at PT Kaka Inti Boga Kosambi Branch.

## RESEARCH QUESTION

Based on the background of the problem explained above, then the problem formulation in this research is:

1. Is there an effect of recruitment on employee productivity at PT Kaka Inti Boga?
2. Is there an effect of selection on employee productivity at PT Kaka Inti Boga?
3. Is there an effect of commitment on employee productivity at PT Kaka Inti Boga?
4. Is there an effect of work discipline on employee productivity at PT Kaka Inti Boga?

## RESEARCH PURPOSE

Based on the problem formulation explained above, the expected objectives of this research are:

1. To determine the effect of recruitment on employee productivity at PT Kaka Inti Boga
2. To determine the effect of selection on employee productivity at PT Kaka Inti Boga
3. To determine the effect of commitment on employee productivity at PT Kaka Inti Boga
4. To determine the effect of work discipline on employee productivity at PT Kaka Inti Boga

## RESEARCH METHOD

This study uses the form of causality, which is descriptive research conducted to find out the causal relationship between the independent variables and the dependent variable by describing the characteristics of the object.

The research object used in this research is PT Kaka Inti Boga which is located on Jl. Raya Duri Kosambi No. 09, RW 01, Duri Kosambi, West Jakarta City, Special Capital Region of Jakarta 11750. PT Kaka Inti Boga is a company engaged in the culinary field and owns a restaurant known as the Kampung Kecil Restaurant. The population is 58 employees of PT Kaka Inti Boga. The sampling technique is saturated sampling, which is all employees of PT Kaka Inti Boga.

Research on this company using primary data and secondary data. The primary data in this study is based on PT Kaka Inti Boga employees. Secondary data, namely data that is used as a sample in processing questionnaire data in the form of responses or responses from respondents who fill out the variables studied. Secondary data was obtained from journal and articles to support the primary data in this study.

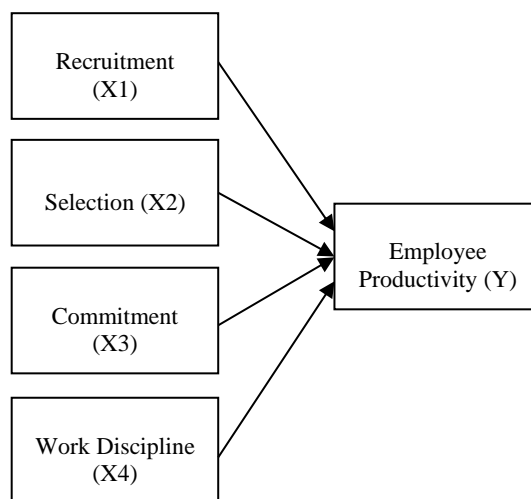


Figure 1 Research Model

## Employee Productivity (Y)

Employee productivity is the relationship between organizational output or results with the required input (Simamora 2015). Employee productivity is measured using 6 statement items and using a Likert scale (Sugiyono 2021). The statements on this item have been tested for validity and reliability so that the statements can be used.

**Recruitment (X1)**

Recruitment is the activity of finding and influencing the workforce so that they want to apply for job vacancies that are still vacant at the company (Hasibuan 2011). Recruitment was measured using 6 statement items and using a Likert scale (Sugiyono 2021). The statements on this item have been tested for validity and reliability so that the statements can be used.

**Selection (X2)**

Selection is the process of selecting from a group of applicants who best meet the selection criteria for available positions within the company (Simamora 2015). Selection is measured using 7 statement items and using a Likert scale (Sugiyono 2021). The statements on this item have been tested for validity and reliability so that the statements can be used.

**Commitment (X3)**

Employees who have a company commitment will work with full dedication because employees who have a high commitment think that the important thing that must be achieved is the accomplishment of tasks within the company (Widyanto 2013). Commitment is measured using 6 statement items and using a Likert scale (Sugiyono 2021). The statements on this item have been tested for validity and reliability so that the statements can be used.

**Work Discipline (X4)**

Work discipline is an attitude of respect, appreciation, obedience, and adherence to the regulations that apply both written and unwritten, and one can carry them out and avoid receiving sanctions if he violates the duties and authority given to him (Siswanto 2015). Work discipline is measured using 6 statements items and using a Likert scale (Sugiyono 2021). The statements on this item have been tested for validity and reliability so that the statements can be used.

**RESEARCH RESULT**

The method in this study uses descriptive which aims to describe the characteristics of the respondents consisting of gender, age, last education, and length of work.

**Table 4: Respondent Characteristic**

No	Variable	Classification	Number	%
1	Gender	Male	35	60,3
		Female	23	39,7
2	Age	18-23 y.o	28	48,3
		24-29 y.o	25	43,1
		30-35 y.o	4	6,9
		>35 y.o	1	1,7
3	Last Education	Senior High School	29	50,0
		Diploma	15	25,9
		Bachelor Degree	14	24,1
4	Length of Work	<1 year	9	15,1
		>1 year	12	20,7
		>2 year	37	63,8

Table 4 explains that the most dominant employees of PT Kaka Inti Boga are men with a total of 35 people with percentage of 60,3%, while employees who are female are 23 people with a percentage of 39,7%. In Table 4, we can see that number of respondents aged 18-23 years was 28 people with a percentage of 48,3%, aged 24-29 years were 25 people with a percentage of 43,1%, aged 30-35 years were 4 people with a percentage of 6,9%, and aged >35 years is 1 person with a percentage of 1,7%. So the most dominant characteristic are respondents who have aged between 18-23 years.

It can be seen that in Table 4, shows that the respondents who had the last education in Senior High School were 29 people with a percentage of 50,0%, and the number of other respondents who had the last Diploma education were 15 people with a percentage of 25,9%, the number of respondents who 14 people with the last Bachelor's degree education with a percentage of 24,1%. Based on this explanation, it can be concluded that the most dominant respondents are respondents who have the last education in Senior High School.

In Table 4, it is known from 58 respondents, it can be seen that respondents who have worked <1 year are 9 people with a percentage of 15,5%, the number of respondents who have worked > 1 year are 12 people with a percentage of 20,7%, and the number of

respondents who had worked for >2 years was 37 with a percentage of 63,8%. Based on Table 3, the characteristics of the respondents show that the most dominant respondents were respondents who had worked for >2 years.

**Table 5: Research Descriptive Variables**

Variable	Mean
Recruitment	4,23
Selection	3,98
Commitment	3,96
Work Discipline	4,33
Employee Productivity	4,25

Based on Table 5, explains the average value of each statement contained in the questionnaire items on the variable. The average value of the recruitment variable is 4,23, meaning that the majority of respondents answer to each statements item representing the recruitment variable tend to agree. The average value of the selection variable is 3,98, meaning that the majority of respondents when answering the selection variable statements tend to agree. The average value of the commitment variable is 3,96, meaning that the majority of respondents answer to each statement item representing the commitment variable tend to agree. The average value of work discipline variable is 4,33, meaning that the majority of respondents answer to each statement item representing the work discipline variable tend to agree. The average value of the employee productivity variable is 4,25, meaning that the majority of respondents answer to each statement item representing the employee productivity variable tend to agree.

In this descriptive analysis, there are 31 questionnaire item statements in this study, where these statement are represented by 6 Recruitment statements (X1), 7 Selection statements (X2), 6 Commitment statements (X3), 6 Work Discipline statements (X4) and 6 Employee Productivity statements (Y).

**Table 6: Validity Test**

Statement Item	r count	r table	Results
Recruitment (X1)			
Item-1	0,433	0,2856	Valid
Item-2	0,683	0,2856	Valid
Item-3	0,740	0,2856	Valid
Item-4	0,464	0,2856	Valid
Item-5	0,670	0,2856	Valid
Item-6	0,853	0,2856	Valid
Selection (X2)			
Item-1	0,524	0,2856	Valid
Item-2	0,451	0,2856	Valid
Item-3	0,486	0,2856	Valid
Item-4	0,609	0,2856	Valid
Item-5	0,896	0,2856	Valid
Item-6	0,795	0,2856	Valid
Item-7	0,560	0,2856	Valid
Commitment (X3)			
Item-1	0,845	0,2856	Valid
Item-2	0,873	0,2856	Valid
Item-3	0,380	0,2856	Valid
Item-4	0,810	0,2856	Valid
Item-5	0,722	0,2856	Valid
Item-6	0,856	0,2856	Valid
Work Discipline (X4)			
Item-1	0,762	0,2856	Valid

Item-2	0,840	0,2856	Valid
Item-3	0,518	0,2856	Valid
Item-4	0,754	0,2856	Valid
Item-5	0,797	0,2856	Valid
Item-6	0,549	0,2856	Valid
Employee Productivity (Y)			
Item-1	0,519	0,2856	Valid
Item-2	0,740	0,2856	Valid
Item-3	0,522	0,2856	Valid
Item-4	0,850	0,2856	Valid
Item-5	0,599	0,2856	Valid
Item-6	0,887	0,2856	Valid

Based on Table 6 above, it is known that the Recruitment (X1) has a positive r count and r count > r table, the Selection (X2) has a positive r count and r count > r table, the Commitment (X3) has a positive r count and r count > r table, the Work Discipline (X4) has positive r count and r count > r table and Employee Productivity (Y) has positive r count and r count > r table. So that all statement items area said to be valid and can be used in this study.

**Table 7: Reliability Test**

Variable	Cronbach Alpha	Alpha	Result
Recruitment (X1)	0,733	0,60	Reliable
Selection (X2)	0,742	0,60	Reliable
Commitment (X3)	0,846	0,60	Reliable
Work Discipline (X4)	0,800	0,60	Reliable
Employee Productivity (Y)	0,792	0,60	Reliable

In Table 7 above, it can be seen that the Recruitment (X1) has a Cronbach's Alpha value of 0,733, the Selection (X2) has a Cronbach's Alpha value of 0,742, the Commitment (X3) has a Cronbach's Alpha value of 0,846, the Work Discipline (X4) has a Cronbach's Alpha of 0,800 and the Employee Productivity (Y) has a Cronbach's Alpha value of 0,792.

With the Cronbach's Alpha value obtained from each variable, it can be concluded that the 5 variables in this study area reliable. Because they have a Cronbach's Alpha value > 0,60, meaning that the statement items in this study can produce consistent and stable answers from time to time.

**Table 8: Hypothesis Test Result**

Model	T	Sig
(Constant)	0,333	0,740
Recruitment	2,007	0,048
Selection	2,116	0,039
Commitment	2,813	0,007
Work Discipline	2,530	0,032

In Table 8 above, Recruitment variable has a Sig value of 0,048 < 0,05. So it is concluded that Ha is accepted, that is, there is a Recruitment variable effect on Employee Productivity variable at PT Kaka Inti Boga Kosambi Branch.

In Table 8 above, Selection variable has a Sig value of 0,039 < 0,05. So it is concluded that Ha is accepted, that is, there is a Selection variable effect on Employee Productivity variable at PT Kaka Inti Boga Kosambi Branch.

In Table 8 above, Commitment variable has a Sig value 0,007 < 0,05. So it is concluded that Ha is accepted, that is, there is a Commitment variable effect on Employee Productivity variable at PT Kaka Inti Boga Kosambi Branch.

In Table 8 above, Work Discipline variable has a Sig value 0,032 < 0,05. So it is concluded that Ha is accepted, that is, there is a Work Discipline variable effect on Employee Productivity variable at PT Kaka Inti Boga Kosambi Branch.

## CONCLUSION

Based on the results of the discussion and analysis that have been stated previously, the authors can conclude as follows:

1. Recruitment has a positive effect on Employee Productivity, Selection has a positive effect on Employee Productivity, Commitments has a positive effect on Employee Productivity and Work Discipline has a positive effect on Employee Productivity.
2. The limitations of this study are due to lack of sample size and many other factors that can affect Employee Productivity.
3. This study only involved PT Kaka Inti Boga, Kampung Kecil Kedoya Restaurant Branch with a total population of 58 people as research subjects, so the results cannot be generalized on a large scale.
4. Recommendations for further research are expected to use research objects from other industrial fields, such as hospitals, textiles, and cafes.

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Refael Teofilus  
Trisakti School of Management  
Jalan Siliwangi No.74 Sepanjang Jaya, Rawalumbu, Bekasi  
Email: refaelt16@gmail.com

Mukti Wiyanto  
Trisakti School of Management  
Jalan Siliwangi No. 74 Sepanjang Jaya, rawalumbu, Bekasi  
Email: muktiwiyanto84@gmail.com