

ABSTRACT

THE EFFECTS OF HR ONLINE RECRUITMENT SYSTEM AND JOB PLACEMENT ON EMPLOYEE PERFORMANCE AT PT. THE DONS HOUSE LAMPUNG

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This study aimed to determine the effects of human resources (HR) online recruitment system and job placement on employee performance at PT. The Dons House Lampung. Using a quantitative approach, primary data were collected through field research involving all 55 permanent employees, and selected using a probability sampling technique specifically the saturated sampling techniques. The instrument testing was carried out using validity and reliability tests, while the classical assumption test included normality and multicollinearity tests. The data were analyzed using multiple linear regression, supported by hypothesis testing through the t-test and F-test. The results indicated that the HR online recruitment system had a significant effect on employee performance. Similarly, job placement also had a significant effect on employee performance. Furthermore, the HR online recruitment system and job placement jointly exerted significant effects on employee performance at PT. The Dons House Lampung.

Keywords : Online Recruitment System, Job Placement, Employee Performance

