

Journal Of Resource Management, Economics And Business

e-ISSN 2963-0266

<https://portal.xjurnal.com/index.php/REMICS/index>

Volume: 3 Issue : 2 Year: 2024

<https://doi.org/10.58468/remics.v3i2.112>



THE INFLUENCE OF RECRUITMENT, SELECTION AND JOB PLACEMENT ON THE PERFORMANCE OF BANK BTN BRANCH OFFICES IN KARAWANG

Ayu Wulandari^{1*}, Sari Marliani², July Yuliatwati³

Universitas Buana Perjuangan Karawang ^{1,2,3}

mn20.ayuwulandari@mhs.ubpkarawang.ac.id¹, sari.marliani@ubpkarawang.ac.id^{2*},

july.yuliatwati@ubpkarawang.ac.id³

Abstract

Purpose: To analyze the influence of recruitment, selection, and work placement on employee performance at PT. State Savings Bank (Persero) Tbk. Karawang Branch Office.

Research Methodology: Quantitative verification method, population of 100 people with a sample of 80 employees, multiple linear regression analysis using SPSS version 25.

Results: Recruitment, selection, and job placement have a partial and simultaneous influence on employee performance. Job placement has the most dominant influence on employee performance.

Limitations: The study was conducted at a single branch office of the bank.

Contribution: The findings can be useful for human resource management practices in the banking industry.

Keywords: Recruitment, Selection, Job Placement, Employee Performance



This work is licensed under a [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/)

1. INTRODUCTION

It is undeniable that Human Resources in a Company or organization play a very important role in determining progress in building a great business. Not only that, Human Resources also play an important role in the success of the company because these resources determine the extent to which other resources can be used effectively. A company will not be able to continue operating if it does not have the employees or human resources needed to support the strategy and operations of a company. As Bank Tabungan Negara develops, it must be balanced with good management so that Bank Tabungan Negara's performance can be achieved optimally.

According to Law No. 10 of 1998, a Bank is a business entity that collects funds from the public in the form of deposits and distributes these funds in the form of credit and other financial services to improve the welfare of the community. This reflects its role as a financial

institution that manages the receipt of funds from the public, the distribution of credit to those in need, and the provision of financial services, so it is often referred to as an intermediary institution between parties who have excess and lack of funds.

Performance is the result of the quality and quantity of work that can be achieved by an employee in accordance with the responsibilities given. In this study, after conducting interviews and obtaining data from General Support (HCIS) PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office, and conducting pre-research with a questionnaire, it was found that there were problems in HR recruitment in the company. These problems include the tendency for internal recruitment to cause social jealousy, incompatibility of educational background with work, lack of knowledge and skills of applicants, rejection of candidates with higher qualifications, and frequent job placements that affect the achievement of employee performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. The researcher also conducted previous research, namely Research from (Edo Tekkay et al., 2022) in his research showed that recruitment and selection had a partial effect on employee performance at PT. Brawijaya Group. Indonesia. While job placement did not have a partial effect on employee performance. (Results of Interview General Support / Denis Suwargana PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Management

According to (Firmansyah, 2019) Management is both a science and an art, so management can be defined as the art and science of planning, organizing, arranging, directing, and supervising human resources to achieve predetermined goals in a broader perspective effectively and efficiently.

Based on the understanding of the experts above, it can be synthesized that Management is the science and art of planning, organizing, directing, and supervising human resources to achieve organizational goals effectively and efficiently. In other words, management involves managing various aspects of an organization or entity to achieve success in a broader context.

Human Resource Management

An organization, whether institutional or corporate, cannot stand without human resources. They are an important component. The progress of a company is also determined by its human resources. Human resources are basically people who work for an organization as planners, strategists, and drivers in order to achieve its goals. (Marliani et al., 2021)

Based on the understanding of the experts above, it can be synthesized that human resource management is an effort to manage human resources as the main asset through management and operational functions to achieve organizational goals. Management functions include planning, organizing, directing, coordinating, and supervising. Operational functions include job analysis and design, HR planning, selection, placement, training, and release.

Recruitment

Recruitment is a process to obtain workers in order to meet the right workforce according to the requirements, in order to occupy a position to work in a company (Roidah Lina, 2020). Based on the understanding of the experts above, it can be synthesized that recruitment is a series of processes of searching, finding, inviting and appointing a number of people from

within and outside the company as prospective workers with special qualifications needed by the company. According to (Wilson, 2012: 145) in (Anshori, 2019: 24), Recruitment consists of 3 Indicators, namely: Recruitment Process / Job Analysis, Recruitment Sources and Methods.

Selection

Selection is a process of selecting prospective workers who best meet the requirements set by management to fill vacant job vacancies. Selection in this case is part of the recruitment process (Sinambela, 2021: 140). Based on the understanding of the experts above, it can be synthesized that selection is the process of selecting Human Resources who meet the criteria to fill available positions based on the conditions in the company. According to (Rachmawati, 2008: 100) in (Anshori, 2019: 33), there are several Indicators in Selection, namely: Selection Process.

Job Placement

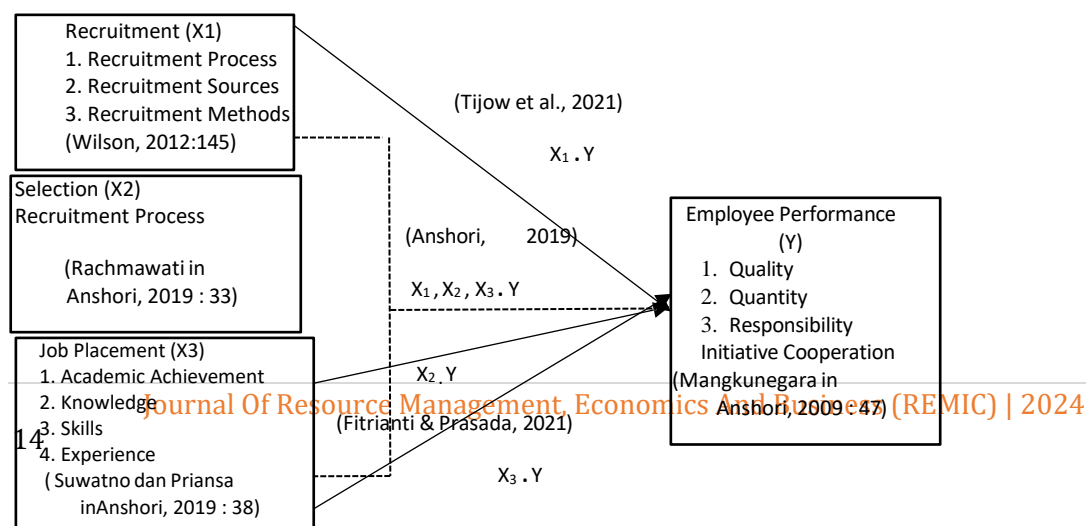
Job Placement is allocating employees according to the scope that has been determined in accordance with the provisions that have been set, and being able to account for all risks and possibilities that occur for tasks, work and authority (Kartika, 2023).

Based on the understanding of the experts above, it can be synthesized that job placement is the process of placing employees in accordance with the provisions that have been set, and is responsible for all risks and possibilities that occur related to the tasks, work, and authority given. According to (Suwatno and Priansa, 2011: 71) in (Anshori, 2019: 38) there are several indicators to measure employee job placement, namely: Academic Achievement, Knowledge, Skills and Experience.

Employee Performance

According to (Mangkunegara, 2013: 67) The term performance comes from the words Job Performance or Actual Performance (work achievement or actual achievement achieved by someone). So the definition of performance is, the results of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mulyadi, 2016: 63). Based on the understanding of the experts above, it can be synthesized that employee performance is the result of a worker's work in carrying out his work to achieve company goals. According to (Mangkunegara, 2011: 75) in (Anshori, 2019: 47) there are several indicators and dimensions to measure employee performance, namely: Work Quality, Work Quantity, Responsibility, Cooperation and Initiative.

Hypothesis Development



Based on the description above, the following hypotheses can be formulated:

1. There is a partial influence of Recruitment on Employee Performance.
2. There is a partial influence of Selection on Employee Performance.
3. There is a partial influence of Job Placement on Employee Performance.
4. There is a simultaneous influence of Recruitment, Selection and Job Placement on Employee Performance

3. RESEARCH METHODOLOGY

This research design uses descriptive verification with a quantitative approach. The descriptive approach is used to provide a systematic, factual, or accurate description of the phenomenon being studied, while the verification approach aims to test theories or previous research results. So the population in this study is employees of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office as many as 100 people, with a sample of 80 employees determined using the Slovin formula with a 5% error rate. The data collection technique used is probability sampling with simple random sampling, which can be done through interviews, questionnaires, or observations.

4. RESULTS AND DISCUSSIONS

Results

PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office has 80 employees. Based on the results of the validity research instrument test on 30 respondents as stated in the following table, it shows that all statement items have a calculated r value > 0.291 in the critical r table (0.05) all statement item variables are stated to be valid. The test results can be seen in the following table:

Table 1. Validity Test

Variable	No. Item	R Account	Variable	No. Item	R Account	R critical	Noted
Recruitment (X1)	X1.1	0,795	Job Placement (X3)	X3.1	0,664	0,291	Valid
	X1.2	0,485		X3.2	0,626	0,291	Valid
	X1.3	0,569		X3.3	0,372	0,291	Valid
	X1.4	0,470		X3.4	0,421	0,291	Valid
	X1.5	0,513		X3.5	0,814	0,291	Valid
	X1.6	0,624		X3.6	0,467	0,291	Valid
	X1.7	0,697		X3.7	0,643	0,291	Valid
	X1.8	0,432		X3.8	0,696	0,291	Valid
	X1.9	0,373		X3.9	0,610	0,291	Valid
	X1.10	0,459		X3.10	0,685	0,291	Valid
	X1.11	0,791		X3.11	0,723	0,291	Valid
Selection (X2)				X3.12	0,514	0,291	Valid
				X3.13	0,571	0,291	Valid
	X2.1	0,392	Performance (Y)	Y.1	0,614	0,291	Valid
	X2.2	0,496		Y.2	0,742	0,291	Valid
	X2.3	0,729		Y.3	0,477	0,291	Valid
	X2.4	0,523		Y.4	0,794	0,291	Valid
	X2.5	0,655		Y.5	0,700	0,291	Valid
	X2.6	0,635		Y.6	0,563	0,291	Valid
	X2.7	0,573		Y.7	0,717	0,291	Valid
	X2.8	0,472		Y.8	0,422	0,291	Valid

Variable	No. Item	R Account	Variable	No. Item	R Account	R critical	Noted
	X2.9	0,574		Y.9	0,559	0,291	Valid
	X2.10	0,658		Y.10	0,709	0,291	Valid
				Y.11	0,826	0,291	Valid
				Y.12	0,779	0,291	Valid

From the results of testing the validity using the SPSS software application version 25, it produces equally valid data for each statement submitted because the calculated r is still above the critical r .

Table 2. Reliability Test Results

Variable	Reliability Statistics	Noted
	Cronbach's Alpha	
Recruitment (X1)	0,784 > 0,60	Reliable
Selection (X2)	0,767 > 0,60	Reliable
Job Placement (X3)	0,843 > 0,60	Reliable

Based on table 2. the results of the reliable test show that the Recruitment variable has a reliable coefficient value of 0.784, the Selection variable has a value of 0.767, and the Job Placement variable has a value of 0.843. The data is declared reliable if the Cronbach's Alpha value is > 0.60. So it can be concluded that this research instrument is declared reliable because the coefficient value is > 0.60.

Table 3. Results of the Kolmogorov-Smirnov Test Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	4,80620360
Most Extreme Differences	Absolute	,062
	Positive	,062
	Negative	-,061
Test Statistic		,062
Asymp. Sig. (2-tailed)		,200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS Data Processing Results Version 25, Processed by the Author (2024).

Based on table 3, it can be seen that the significance value (Assymp.Sig 2-tailed) is 0.200. Because the significance value is more than 0.05. This shows that the distribution pattern is normal, so the regression model meets the normality assumption.

Table 4. Multicollinearity Test Results

Coefficients ^a								
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-11,798	3,598		-3,279	,002		
	Recruitment	,398	,131	,212	3,041	,003	,446	2,243
	Selections	,415	,126	,259	3,300	,001	,352	2,841
	Job Placement	,542	,095	,521	5,729	,000	,262	3,810

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on table 4. above, the results of the Variance Inflation Factor (VIF) calculation show that the tolerance value of the four independent variables is more than 0.1 and the VIF is less than 10, so it can be concluded that there is no multicollinearity problem in the regression model.

Table 5. Heteroscedasticity Test Results

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	-,438	2,219		-,198	,844
	Recruitment	,213	,081	,431	2,642	,010
	Selections	,054	,078	,127	,691	,492
	Job Placement	-,134	,058	-,490	-2,302	,024

a. Dependent Variable: Abs_RES

Based on the results of the heteroscedasticity test in table 5. it was found that the Recruitment variable has a Sig. value of 0.010 < 0.05, indicating statistical significance in influencing employee performance variables. While the Selection variable has a Sig. value > 0.05, indicating no statistical significance in influencing employee performance variables. The Job Placement variable has a Sig. value of 0.024 < 0.05, indicating statistical significance in influencing employee performance variables. Therefore, it can be concluded that there is heteroscedasticity in the recruitment and job placement variables which statistically significantly affect employee performance, while there is no heteroscedasticity in the selection variable.

Table 6. Autocorrelation Test Results

Model Summary ^b					
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	Durbin-Watson
1	,914 ^a	,835	,828	4,90014	1,794

a. Predictors: (Constant), JOB PLACEMENT, RECRUITMENT, SELECTION

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on table 6. The results of the autocorrelation test show a D-W value of 1.794 where the value is between -2 < 1.794 < +2. So it can be concluded that there is no autocorrelation.

Table 7. Multiple Linear Regression Test Results

Model Summary ^b					
Model	R	R Square	Adjusted Square	R Std. Error of the Estimate	Durbin-Watson
1	,914 ^a	,835	,828	4,90014	1,794
a. Predictors: (Constant), Job Placement, Recruitment, Selection					
b. Dependent Variable: Employee Performance					

Based on Table 7, there is a Table "Unstandardized Coefficients" providing information about the regression equation, namely how much Recruitment, Selection and Job Placement predicts the Employee Performance variable. The regression equation formula in this analysis or research is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e \text{ or}$$

$$Y = -11.798 + 0.398 (X_1) + 0.415 (X_2) + 0.542 (X_3) + e$$

- The constant is -11.798 and is negative, meaning that if the Recruitment variable, the Selection and Job Placement variable has a value of 0 or constant, then the value of the Employee Performance variable is -11.798.
- The Recruitment regression coefficient = 0.398 means that if Recruitment increases by 1, it will increase Employee Performance by 0.398. A positive coefficient means that there is a positive relationship, where the higher the Recruitment variable, the more it will increase Employee Performance.
- Selection regression coefficient = 0.415 means that, if Selection increases by 1, it will increase Employee Performance by 0.415. A positive coefficient means that there is a positive relationship, where the higher the Selection variable, the more it increases Employee Performance.
- Job Placement regression coefficient = 0.542 means that, if Job Placement increases by 1, it will increase Employee Performance by 0.542. A positive coefficient means that there is a positive relationship, where the higher the Job Placement.

Table 8. Results of the Determination Coefficient Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,914 ^a	,835	,828	4,90014
a. Predictors: (Constant), Job Placement, Recruitment, Selection				
b. Dependent Variable: Employee Performance				

In table 8. above, it can be seen that the Adjusted R Square (R^2) is 0.835. This shows that the Recruitment, Selection and Job Placement variables can only explain 0.835 or 83.5% of the dependent variable Employee Performance. While the remaining 0.165 or 16.5% is

explained or influenced by other variables not included in this study such as motivation, discipline and organizational culture.

Table 9. Partial Test Results (T Test)

		Coefficients ^a				
Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	-11,798	3,598		-3,279	,002
	Recruitment	,398	,131	,212	3,041	,003
	Selections	,415	,126	,259	3,300	,001
	Job Placement	,542	,095	,521	5,729	,000

a. Dependent Variable: Employee Performance

Based on Table 9. above, it can be concluded regarding the partial hypothesis test of each independent variable on the dependent variable as follows:

a. Testing the Effect of Recruitment on Employee Performance

Based on Table 9. on the Recruitment variable shows that Sig. 0.003 < 0.05 and the calculated t value of 3.041 > t table 1.99085, then H₀ is rejected and H_a is accepted. It can be concluded that partial Recruitment has a significant effect on Employee Performance.

b. Testing the Effect of Selection on Employee Performance

Based on Table 9. on the Selection variable, the results show that Sig. 0.001 < 0.05 and the calculated t value of 3.300 > t table 1.99085, then H₀ is rejected and H_a is accepted. It can be concluded that partial Selection has a significant effect on Employee Performance.

c. Testing the Effect of Job Placement on Employee Performance

Based on Table 9. on the Job Placement variable, the results show that Sig. 0.000 < 0.05 and the calculated t value is 5.729 > t table 1.99085, then H₀ is rejected and H_a is accepted. It can be concluded that partial Job Placement has a very significant effect on Employee Performance.

Table 10. Simultaneous Test Results (f Test)

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9226,520	3	3075,507	128,085	,000 ^b
	Residual	1824,868	76	24,011		
	Total	11051,387	79			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Job Placement, Recruitment, Selection

Based on Table 10. The results show that the Sig. value is $0.000 < 0.05$ and the calculated f value is $128.085 >$ from f table 2.725, then H_0 is rejected and H_a is accepted. Thus, the variables of Recruitment, Selection and Job Placement simultaneously have a very significant effect on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office.

4.2. Discussion

Recruitment variable has 3 dimensions, 10 indicators and 11 questions, with a total score of 2995 and an average of 272.3 which is in the scale range of 272 - 336 with Good criteria. Selection variable has 1 dimension, 5 indicators and 10 questions, with a total score of 2785 and an average of 278.5 which is in the scale range of 272 - 336 with Good criteria. Job Placement variable has 4 dimensions, 9 indicators and 13 questions, with a total score of 3426 and an average of 263.5 which is in the scale range of 208 - 272 with Fair criteria. Employee Performance Variable has 5 dimensions, 7 indicators and 12 questions, with a total score of 3247 and an average of 270.5 which is in the scale range of 208 - 272 with the criteria of Quite Good.

Based on the results of the research that has been conducted to determine the Effect of Recruitment, Selection and Job Placement on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office will be described as follows.

1. The Effect of Recruitment on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office has been studied on 80 respondents. The results of the t-test for the Recruitment variable show $t_{count} > t_{table}$, namely $3.041 > 1.99085$ with a significant value of $0.003 < 0.05$. This means that Recruitment has a significant influence on Employee Performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. These results support the research conducted by (Anshori, 2019) which states that Recruitment has a significant effect on Employee Performance.
2. The effect of Selection on employee performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office has been investigated on 80 respondents. The results of the t-test show that the Selection variable has a significant effect on employee performance, with $t_{count} > t_{table}$ ($3.300 > 1.99085$) and a significance value of $0.001 < 0.05$. These results support the research conducted by (Fitrianti & Prasada, 2021) which shows that the Selection variable has a significant effect on Employee Performance.
3. The effect of Job Placement on employee performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office has been investigated on 80 respondents. The t-test results show that the Job Placement variable has a very significant effect on employee performance, with $t_{count} > t_{table}$ ($5.729 > 1.99085$) and a significance value of $0.000 < 0.05$. These results support the research conducted by (Tijow et al., 2021) which shows that the Job Placement variable has a significant effect on Employee Performance.
4. The effect of Recruitment, Selection, and Job Placement on employee performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office has been analyzed on 80 respondents. The results of the study show that overall, the Recruitment, Selection, and Job Placement variables contribute positively and significantly to employee

performance. The calculated f value obtained together is $128.085 > f$ table (2.725), with a significance level of $0.000 < 0.05$. R Square is 0.835, which means that 83.5% of the influence on employee performance can be explained by the variables of Recruitment, Selection, and Job Placement. The remaining 16.5% is influenced by other factors such as motivation, discipline, and organizational culture. These results support research from (Kartika, 2023) which shows that Recruitment, Selection and Job Placement simultaneously have a significant effect on Employee Performance. 5. Recruitment, Selection and Job Placement variables that have the most dominant influence on Employee Performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. It is known that Recruitment, Selection and Job Placement together or simultaneously have an effect on Employee Performance at PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office, then the most influential independent variable is the Job Placement variable (X3). This is indicated by the results of the X3 t-test, which shows that the β_3 value is the highest compared to β_1 and β_2 , namely 0.542 or 54.2% and the probability level is 0.000 (significant).

5. CONCLUSION

Based on the results of the research and discussion that have been conducted in the previous chapter, the conclusions that can be drawn are as follows: The Recruitment variable has 3 dimensions, 10 indicators and 11 questions, with a total score of 2995 and an average of 272.3 which is in the scale range of 272 - 336 with Good criteria. The Selection variable has 1 dimension, 5 indicators and 10 questions, with a total score of 2785 and an average of 278.5 which is in the scale range of 272 - 336 with Good criteria. The Job Placement variable has 4 dimensions, 9 indicators and 13 questions, with a total score of 3426 and an average of 263.5 which is in the scale range of 208 - 272 with Fair criteria. Employee Performance Variable has 5 dimensions, 7 indicators and 12 questions, with a total score of 3247 and an average of 270.5 which is in the scale range of 208 - 272 with the criteria of Quite Good.

There is a partial influence of Recruitment on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. This can be seen from the Sig. value of $0.003 < 0.05$ and $t_{count} > t_{table}$, namely $3.041 > 1.99085$. There is a partial influence of Selection on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. This can be seen from the Sig. value of $0.001 < 0.05$ and $t_{count} > t_{table}$, namely $3.300 > 1.99085$. There is a partial influence of Job Placement on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office.

This can be seen from the Sig. value of $0.000 < 0.05$ and $t_{count} > t_{table}$, which is $5.729 > 1.99085$. There is a simultaneous influence of Recruitment, Selection and Job Placement on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office. This can be seen from the Sig. value of $0.000 < 0.05$ and the f count value of $128.085 > 2.725$. Job Placement has the most dominant influence on Employee Performance of PT. Bank Tabungan Negara (Persero) Tbk. Karawang Branch Office with a Coefficient value (β_3) of 0.542 or 54.2% compared to the Coefficient value of the Recruitment and Selection Variables.

LIMITATION AND STUDY FORWARD

Based on this study, the researcher is aware of the shortcomings and provides suggestions for consideration and improvement of subsequent similar studies. The researcher suggests to PT. Bank Tabungan Negara (Persero) Tbk. to avoid liberalization and nepotism in recruitment and selection, and to place employees in the right positions effectively and

efficiently in order to maintain the quality of employee performance and the bank's reputation. The suggested solution is to conduct periodic monitoring and evaluation of the employee recruitment, selection, and job placement process, and to compare the process with other banks.

REFERENCES

- Anshori, S. (2019). pengaruh rekrutmen, seleksi dan penempatan kerja terhadap kinerja karyawan PT BNI syariah kantor cabang bumi serpong damai. In *Repository.Uinjkt.Ac.Id*.
<http://repository.uinjkt.ac.id/dspace/handle/123456789/53068>
- Firmansyah, M. A. (2019). *Manajemen*. Qiara Media.
- KARTIKA, N. (2023). *Pengaruh Rekrutmen, Seleksi Dan Penempatan Kerja Terhadap Kinerja Karyawan Pada Pt. Wahanakarsa Swandiri Duri Kecamatan*
<http://repository.uin-suska.ac.id/72922/>
- Marliani, S., Nurlenawati, N., & Yulawati, J. (n.d.). *KABUPATEN KARAWANG Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Buana Perjuangan Karawang TRAINING AND ASSISTANCE FACEBOOK AS A MEANS OF PROMOTION IN FRUIT SHELL CRAFT BUSINESS IN SUMEDANGAN hamlet , PURWADANA VILLAGE WEST TELUKJAMBE DI*. 1647–1678.
- Mulyadi. (2016). *MANAJEMEN SUMBER DAYA MANUSIA (MSDM)* (Cetakan ke). Penerbit IN MEDIA - Anggota IKAPI. <http://www.penerbitinmedia.com>
- Sinambela, L. poltak. (2021). *Manajemen Sumber Daya Manusia : Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja* (S. & restu Damayanti (ed.); Pertama). PT. Bumi Aksara.
https://books.google.co.id/books?id=_AUIEAAQBAJ&printsec=frontcover&hl=id&source=gbs_ge_summary_r&cad=0#v=onepage&q&f=false