

Effect Of Recruitment and Work Culture on Employee Performance (Study at Pt. Glostar Indonesia 1 Block A Laminating Department).

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- **Abstract:** This research aims to determine: (1) the effect of recruitment on employee performance, (2) the influence of work culture on employee performance, and (3) the influence of recruitment and work culture on employee performance. The subjects of this research are the employees working at PT. Glostar Indonesia 1 Block A Laminating Department. The number of respondents in this study as much as 71 employees. Method of data collection through surveys using a questionnaire. The analysis technique used in this research is the analysis of multiple linear regression. The results showed that (1) recruitment had a positive and significant effect on employee performance with a value of $10.326 > 1.995$ and a significant value of $0.000 < 0.05$; (2) work culture has a positive and significant effect on employee performance with a value of $6,886 > 1,995$ and a significant value of $0,000 < 0,05$; (3) simultaneously recruitment and work culture have a significant effect on employee performance with a value of $128.839 > 3.13$ and a significant value of $0.000 < 0.05$.
- **Keywords:** employee performance, significant value, Laminating Department