Analysis Of Optimization Of Employee Selection In Supporting Human Resource Management Performance At Air Marshal Suryadarma University

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Abstract: The main problem in this research is the importance of the recruitment and selection process in measuring employee performance. Which of the recruitment and selection processes has the most dominant influence on employee performance. The aim of this research is to explain whether there is an influence of selection on the performance of Marshal Suryadarma Dirgantara University employees. The approach used in this research is descriptive and qualitative methods. The research results show that selection is significantly influenced by recruitment so that performance is also significantly influenced by selection, but recruitment indirectly influences performance through the selection process.

Keywords: recruitment,employee performance, influence of selection, descriptive and qualitative methods

INTRODUCTION

The company's goal is to maintain assets and consumers, so employees are human resources who must be able to contribute to the success of companies, institutions, hotels and restaurants. The main focus of Human Resources (HR) management is to contribute to the success of the company. In line with that, the initial steps are the main keys, namely the recruitment and selection process to recruit workers according to their needs. The selection process is a series of activity steps used to decide which candidates (prospective employees) can be placed appropriately. Now that the competition for jobs is getting stronger, employers often have difficulty determining the right candidate given that there are many candidates available but very few who have sufficient qualifications. The main purpose of a company or organization carrying out recruitment and selection is to find and determine employees who match the company's criteria so that later they are able to make changes for the company, because quality employees will also increase the quality of a company (Botutihe,S.,et.al, 2021)

Employee selection starts with the identification of individual characteristics that are likely to be related to job performance. Typically, two sources of information are needed. First, information about 'work' helps one understand what is done in a job (or increasingly, as the traditional concept of jobs disappears, in work roles), under what conditions, and for what purposes (Sanchez & Levine, 2012). This information is obtained through job analysis. Second, information is needed to identify what is valued to help identify the criteria by which job performance will be judged (e.g., is showing up for work consistently more valued than creating a breakthrough product?). Once the individual characteristics needed for work have been identified and the criteria to be maximized via selection have been enumerated, links between selection assessments to be used and performance criteria need to be established. Content or criterion-related validity can establish these linkages. These lines of evidence establish the relations between standing on the selection assessments and standing on the criterion constructs valued by the hiring organization. Traditionally, this relationship has been indexed by a correlation coefficient referred to as the criterion-related validity. Content-validity approaches establish the same links based on job analytic information. Both can be used to satisfy the job-relatedness of selection systems

The selection process is a series of special stages used to decide which applicants will be accepted. The process begins when applicants apply for work and ends with an acceptance decision. According to Mondy (1996) Selection is the process of choosing from a group of applicants the individual best suited for a particular position. The selection process can be said to be a crucial initial stage for an organization to obtain prospective employees who have reliable and professional abilities. Gatewood and Field (2001) state that selection is the process of collecting and evaluating current and accurate information about individuals who obtain work.

Based on the opinion of Sudiro (2011: 58) "Selection is a process of selecting individuals who have relevant qualifications to fill positions in an organization". Selection is more than just selecting the best person, but also selecting a set of appropriate skills and abilities and is a package that is in humans to get a match between what the applicant wants with what the company needs. The suitability between the applicant and the organization influences both the company's willingness to make a job offer and the applicant's willingness to accept the job. If this function is not carried out properly, it will be fatal to the achievement of company goals.

The company carries out a selection process, to facilitate the screening of competent individuals, based on intellectual, cognitive, affective and psychomotor for the development of skills and expertise. However, this requires quite a long time and costs are not small, so that many companies do not want to be burdened with problems related to this selection process, but if the company can carry out this process in an appropriate, honest, careful and objective manner, then can be sure that the company will be able to save on company costs and get good and qualified prospective workers.

The results of the field observations earlier made by the author of the year (2017) analysis of the recruitment, selection and placement of employees in institutions of PT Telkom, Travel, hotel and diner, stated that the results showed that the process of recruitment of employees at PT. Telkom for a certain level of external recruitment from higher education institutions, through advertisements in print and social media, while for field employees, daily or non-high positions from internal recruitment through insider references. The selection process is carried out, by means of interviews, interviews, if necessary, there is a psychological test. In the placement of employees, the consideration is what will be done by the prospective employee. Another study was also carried out by researchers on travel, hotels and restaurants, stating that selection is significantly influenced by recruitment and known family or neighbor relations, so that performance is significantly influenced by recruitment without selection, but recruitment indirectly affects performance by the selection process. . Based on the above problems, this paper is focused on: the process of implementing recruitment, selection, and placement of employees in Institutions, Hotels and Restaurants, which focuses on how the process of recruitment, selection and

placement of employees in an institution, hotels and restaurants to get prospective employees.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

According to Danang (2012: 108), the definition of workforce selection is a series of activity steps carried out to decide whether an applicant is accepted or rejected in a particular agency after undergoing a series of tests that have been carried out. Or selection is the process of selecting applicants through test stages, until a number of applicants are obtained who meet the predetermined criteria and are declared accepted." According to Veithzal Rivai in Manullang (2014: 136), selection is an activity in human resource management that is carried out after the selection recruitment process has been carried out.

This means that a number of applicants who meet the requirements have been collected and then choose which ones can be appointed as employees in a company. This selection process is called selection. Thus, a good organization must have the motto "the right man in the right place". The following is the definition of selection according to several experts in the book Supomo and Nurhayati (2018:52) as follows:

1. According to James A.F. Stoner, the selection process includes assessment and determination among candidates for filling positions. Job application, interviews, and reference checks are commonly used in making selection decisions.
2. 2 According to Dale Yoder, selection is a process when prospective employees are divided into two parts, namely those who will be accepted and those who will be rejected.
3. 3. Furthermore, according to Malayu S.P. Hasibuan, explained that selection is an activity of choosing and determining which applicants are accepted or rejected to become employees at the company. This selection is based on certain specifications of each company concerned.

Some handbooks in IWO psychology, especially those focusing on personnel selection, have included chapters only on predictor constructs (Farr & Tippins, 2010, 2017). On the other hand, other handbooks in personnel selection (cf. Schmitt, 2012) have included sections on predictor constructs and sections on predictor methods (with multiple chapters in each section). In this Handbook, we have included separate chapters for traditional predictor constructs (cognitive abilities, personality, interests) and have focused this chapter on method-based predictors that are also commonly considered for inclusion in selection systems. We have reviewed criterion- and construct-related validity of methods associated with acquiring information from individuals' backgrounds (e.g., educational credentials, experience indicators, biodata, credit checks, and the like), performance in interviews, and performance during lower- and higher-fidelity simulations.

Formulation of the problem

Referring to the background of the problem described above, the problem formulation is obtained as follows:

1. What is the definition of selection?
2. What is the role of selection in improving performance?

3. What is the role of selection in improving performance at Air Marshall Suryadarma University?

Research purposes

1. To know what is the definition of selection.
2. To find out the role of selection in improving performance
3. To find out the role of selection in improving performance at Air Marshall Suryadarma University

METHODS

Research using qualitative descriptive methods. (Nilamsari, 2014). In this case, the research was carried out using in-depth interviews with sources and from the results of documentation studies of interviews with sources, as well as documentation studies on recruitment files which were permitted to be quoted or studied. The aim is to strengthen that this research was produced based on the results of interviews with trusted people.

RESULT AND DISCUSSION

Universitas Dirgantara Marsekal Suryadarma uses two recruitment methods, namely internal and external methods. External recruitment methods include social media (Instagram, WhatsApp, Facebook), websites, employment agencies and internships. Meanwhile, the recruitment procedures used by Universitas Dirgantara Marsekal Suryadarma starts with a certain unit that needs several new employees, then the directors forward the information to the HR department, when this information is received, the HR department reports this to the directors, if the directors agree, then the HR department starts publishing job vacancy advertisements both on the Internet and in newspapers; Universitas Dirgantara Marsekal Suryadarma uses two selection methods, namely the administrative selection method and the management selection method. Meanwhile, the selection procedure consists of administrative selection, academic theory tests, psychological tests/personality tests, and director interviews; Universitas Dirgantara Marsekal Suryadarma Equipment sees several things as characteristics of quality employees, including that employees must be able to carry out the tasks given professionally, be able to follow a disciplined attitude, be creative, innovative and flexible in carrying out their duties, employees who can maintain the good reputation of the company, and employees who can advance the organization.

CONCLUSIONS

Based on the research results, conclusions are obtained. It was found that performance was significantly influenced by selection which was reflected in the selection procedures, selection participants and selection actors. Recruitment: The process of collecting a number of good qualified applicants for jobs within the organization or company with the purpose of getting supplies as many applicants. Recruitment starts when candidates are searched and ends when applications are submitted.
Selection: A specific set of steps for determining prospective workers to be hired. It starts when a prospective worker applies and ends with a selection decision. The goal

is to find the employees who are most likely to meet the organization's performance standards and be satisfied and thriving in their positions. Orientation: Activities to introduce new employees to their co-workers and to the organization. The essential components of an effective orientation system are: preparation of new employees, providing new employees with the information they need, conveying orientation information effectively, evaluating and following up.

These results state that selection has a direct effect on performance. The generalization level of organizational performance that is influenced by selection only applies to the context of this research, and does not necessarily apply to other parts. Organisations must critically examine the implications of arbitrary and poor selection methods and adopt a model that is both cost efficient and effective, in line with the organisational context and culture, bearing in mind that there is no perfect selection system and that the idea of 'best practices' are sometimes misleading, because what works for company 'A', might not necessarily work for 'B'.

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