The Influence Of Recruitment, Work Culture, And Work Environment On The Quality Of Human Resources At PT Gratia Jelajah Semesta

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ABSTRACT

This study aims to test and determine the influence of recruitment, work culture, and work environment on employee performance at PT Gratia Jelajah Semesta. This study's sample included all company workers, with a total of 120 respondents. Data collection was carried out using questionnaires and the results were processed with SPSS 25 Analysis used using statistical models which include Frequency Test, Descriptive Test, Validity Test, Reliability Test, Determination Test (R2), T Test, and F Test. The results obtained partially stated that the recruitment variable (X1) had a significant effect with a sig value of $0.000 < 0.05$ and tcount $14.261 >$ table 1.98, the variable X2 work culture had a significant effect on the value $18.603 >$ ttable 1.98, variable X3 work environment has a significant effect with calculated value $<$ table $16.227 > 1.98$. The results obtained simultaneously fcalculate $>$ ftable $156.902 > 2.68$ there is a joint influence.

Keywords : Recruitment, Work Culture, Work Environment, Quality of Human Resources

INTRODUCTION

The development of technology and knowledge is developing very fast in the current era and causing business development to be very tight. Companies must compete so that human resource management is reliable and quality. Recruitment is one of the most important issues in the company's business processes and the recruitment process that has a significant impact on the achievement of the company's vision and mission because it must select prospective new employees who will later work in accordance with the direction of the leadership. The purpose of the selection process itself is to prevent companies from hiring below established standards. Because one of the problems that exist at PT Gratia Jelajah Semesta is the low awareness of PT Gratia Jelajah Semesta on recruitment problems Because, there are some candidates recruited through the closest person or relative of one of the employees who do not necessarily meet the company's criteria and the selection results should be selected with the best ability, not for relative or other reasons. Because, hiring potential employees through a recruitment process that best fits the job criteria is one of the tasks of human resource management.

Covering from it all, culture is also the most important thing to run a company, culture measures a person's life and behavior towards the world, environment and society. Culture comprises a collection of principles that primarily determine one's outlook towards the external environment. This enables individuals within the organization to comprehend the existing principles and the appropriate conduct or demeanor to adopt. The lack of understanding of work culture at PT Gratia Jelajah Semesta is something that is enough to make activities in the company environment less effective and efficient. So that the company can also improve the quality of human resources and the company is able to achieve targets in time. Work environment factors are also aspects that need to be considered in the company. The work environment includes all circumstances, both physical and non-physical, that occur around employees and can interfere with his ability to complete the tasks assigned to him. Employees who work in poor environmental conditions are more likely to become ill, become stressed, find it difficult to focus, and perform poorly. If the workplace is uncomfortable, hot, the air circulation is dirty, noisy, and many wild plants develop, it has a significant impact on the comfort of workers' work. To improve the quality of a company's human resources, the business has a program to improve the quality of good human resources, which is also very essential, because it aims to improve employees' technical, theoretical, conceptual, and moral abilities. Human resource development strategy is considered more important in an organization. This can be realized by increasing the ability and knowledge of the workforce, which can be carried out in various forms such as offering training, organizing seminars, offering skills development courses, and so on.

Human Resource Management

Mangkunegara, (2017: 2) said that: "Human resource management is the process of planning, organizing, coordinating, implementing, and supervising recruitment, training, development, wages, integration, maintenance, and labor separation in order to achieve corporate objectives". Meanwhile, according to (Pujiarti 2019) in the Journal of Economics and Business said that: "the role of human resource management in the company is more than just administrative; it also leads to how to develop human resources' potential to be more creative and innovative".

Recruitment

Kasmir (2017: 93) defines the purpose of recruitment is: "to get as many individuals as possible who are interested in applying to companies based on the criteria they need. This shows that the company deliberately posts position vacancies so that candidates can apply in person or by post or email'. Multiple recruitment objectives :

a. To be in accordance with the company's program and strategy. The company initially creates plans and strategies to achiev To be consistent with the company's program and plan e its goals before embarking on its actions. The company lays off employees as necessary to implement plans and strategies

b. In order to determine the needs of the workforce in the short and long term, related to changes in the company.

c. To support the company's policy in managing diverse human resources.

d. Help make the workforce selection process more successful by preventing the hiring of people who are clearly unqualified.

e. Lower the likelihood of new workers quitting.

f. Efforts to coordinate withdrawals with workforce development programs

g. Carry out an evaluation of the effectiveness of various methods implemented in the recruitment of labor

h. Carry out company activities to support government initiatives aimed at reducing unemployment.

Recruitment Function

As a result, recruitment interests a person in the organization. The actual recruitment function is an organizational effort to obtain the human resources needed to fill certain roles that are still open and in accordance with the standards desired by the organization or company itself.

Recruitment Benefits

The benefits of recruitment are to get workers expected by the company or organization and these employees can contribute the best to the company or organization intended by these employees.

Work Culture

(Edgar H. Schein, 2017) explains : "The meaning of culture can be described as a set of fundamental beliefs and values that are shared and evolved by a community to effectively address challenges associated with both external adjustment and internal cohesion." Work culture is created with the intention of changing the attitudes and behavior of current human resources in order to develop work productivity and answer future obstacles. (Dr. Ir. Banjamin Bukit, 2017). Three important components that interact with each other in managing work culture are: 1) values, 2) human resources, and 3) work institutions/systems. In order to produce high-quality performance, these three factors must be considered in managing work culture. Various types of work culture according to the information process and its objectives according to Tika (2018) based on work culture information, based on the information process composed of:

a. Rational culture

b. Ideological culture

c. Consensus culture

d. Hierarchical culture

Work Environment

The workplace environment of a business is critical in determining the productivity of its workforce. The work environment in a company includes both physical and non-physical factors that are external to humans. Work tools, temperature at work, congestion and density, noise, and workspace area are all physical variables. Meanwhile, non-physical relationships established by agencies between leaders and subordinates, as well as between fellow

employees, are included. (Wibowo and Widiyanto, 2019). Sarwoto in (Sedarmayanti, 2017) stated that broadly speaking, The classification of work setting is categorized into two, specifically:

Physical work environment

The environmental work setting encompasses all the environmental circumstances present in the workplace that could have a direct or indirect impact on the workers.
   a. Environments directly related to employees (workstations, chairs, etc.)
   b. Intermediate environment or general environment is also known as intermediate environment or general environment. Temperature, humidity, air circulation, lighting, commotion, mechanical vibrations, offensive smells, colors, and so on. The non-physical work environment includes all situations related to interpersonal relationships in the workplace, such as relationships with superiors, colleagues, and subordinates. This non-physical work environment is also a compilation of work environments that must be taken into account. The company should be able to describe situations that foster collaboration between superiors, subordinates, or people with similar titles within the organization. A sense of family, effective communication, and self-discipline should be encouraged.

Quality of Human Resources

The objective of having competent human resources is primarily to enhance the competence of the workforce or individuals by means of educational and instructional initiatives, which in turn, can contribute to the production of superior products and the growth of the enterprise or institution. The key point of this attribute is that to optimize work proficiency, aptitude and expertise of each individual must be suitable, and the efforts of individuals and their teams must be considered.

Method

In this study, the data source used is primary data, which is collected by means of questionnaires (questionnaires) and observations (observations) of field research directly visiting the company that is the object of research, to obtain the following results :
   a. Primary Data Source that directly feeds data to the data collector. Researchers collect data straight from the source or location where the research is being conducted using interviews and questionnaires. The population studied in this research consists of all 120 employees of PT Gratia Jelajah Semesta.
   b. The sampling method employed in this research was the "complete sample" technique. In this study using primary data, where data is collected by using questionnaires (questionnaires) and observations (observations) of field research directly visiting the company that is the object of research. Researchers collect data straight from the source or location where the research is being conducted".

Population and Sample

Population

"According to (Sugiyono, 2019), population is a broad category of objects or subjects with specific characteristics that are examined and conclusions made". The population studied in this research consists of all 120 employees of PT Gratia Jelajah Semesta.

Sample

"According to, a sample is a subset of the population's quantity and characteristics. (Sugiyono, Sample Definition, 2019)" The sampling technique used in this research is known as "saturated samples"".

Normality Test

In this test, it can be done using SPSS 25 through the kolmogrov smirnov one sample Experiment with the condition that the significance value remains unchanged > 0.05 data can be said to be normal. The findings of the normality test using SPSS 25 are as follows:

Normality Test

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			120
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		3.77181200
Most Extreme Differences	Absolute		.096
	Positive		.087
	Negative		-.096
Test Statistics			.096
Asymp. Sig. (2-tailed)			.009[c]
Monte Carlo Sig. (2-tailed)	Sig.		.233[d]
	99% Confidence Interval	Lower Bound	.134
		Upper Bound	.333
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Based on 120 sampled Tabels with starting seed 743671174.			

Source: Processed by the author in 2022 using SPSS version 25

The kolmogrov smirnov statistical test produced a result of 0.233 greater than 0.05, according to the chart above. A significant number of 0.233 > 0.05 demonstrates that the data is normally distributed and that no issues exist.

Multicolinerity Test

The multicollinearity test was conducted to ascertain if each independent variable has a linear relationship. It is said that there are symptoms of multicollinearity if one variable and another free variable have a strong correlation in the regression model. To determine the existence or absence of multicollinearity symptoms, use SPSS 25 and evaluate the tolerance value greater > 0.1 and the inflation vactor (VIF) value greater > 10. When the tolerance value is less than 0.1 and the inflation vactor (VIF) value is higher > 10, multicollinearity symptoms appear.

Multicollinearity Test

Coefficients^a								
Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIFs
1	(Constant)	1.360	2.072		.656	.513		
	Recruitment	.280	.079	.245	3.548	.001	.358	2.791
	Work Culture	.474	.091	.444	5.234	.000	.237	4.221
	Work Environment	.151	.045	.270	3.328	.001	.259	3.856
a. Dependent Variable: KUALITAS_SDM								

Source: Processed by the author in 2022 using SPSS version 25

From the results of the table above, it can be seen that the tolerance and VIF values of Recruitment (X1) are 0.358 > 0.1 and 2.791 < 10, for tolerance and VIF values from Work Culture (X2) of 0.237 > 0.1 and 4.221 < 10, then for tolerance and VIF values from the Work Environment (X3) of 0.259 > 0.1 and 3.856 < 10. From the results of the table calculations that have been carried out, there are no indications of multicollinearity among the other independent factors in the regression model, as none of the independent variables have a tolerance value of less > 0.1 and a VIF greater > 10.

Heterokendasticity Test

The Heteroskedasticity test is carried out to find out deviations in classical assumptions or see if there are biased data. Heteroskedasticity symptoms occur when there is biased data in the regression model resulting in a sig value below 0.05

Heteroskedasticity Test

Coefficients^a						
Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.525	1.470		1.718	.088
	Recruitment	-.054	.056	-.148	-.962	.338
	Work Culture	.075	.064	.220	1.161	.248
	Work Environment	-.016	.032	-.089	-.493	.623
a. Dependent Variable: Abs_RES						

Source: Processed by the author in 2022 using SPSS version 25

Utilizing the above chart, it generates a significant value for every variable exceeding 0.05. Specifically, Recruitment (X1) has a value of 0.338, which is greater than 0.05, Work Culture (X2) has a value of 0.248, also greater than 0.05, and Work Environment (X3) has a value of 0.623, still greater than 0.05. Therefore, it can be inferred that there are no indications of heteroskedasticity or departures from classical assumptions in the regression model.

Multiple Linear Regression Analysis
Multiple Regression Test

Coefficients^a					
	Unstandardized Coefficients		Standardized Coefficients		
Type	B	Std. Error	Beta	t	Sig.
1 (Constant)	1.360	2.072		.656	.513
Recruitment	.280	.079	.245	3.548	.001
Work Culture	.474	.091	.444	5.234	.000
Work Environment	.151	.045	.270	3.328	.001
a. Dependent Variable: KUALITAS_SDM					

Source: Processed by the author in 2022 using SPSS version 25

Based on the results of the table above that have been tested, it can be developed by substituting the values that have been obtained into a linear equation model as follows :

$$Y' = a + b1X1 + b2X2 + b3X3$$
$$(Y') = 1,360 + 0,280\, X1 + 0,474\, X2 + 0,151X3$$

It is possible to conclude from the substitution results that:
a. A constant value of 1,360 shows that the quality of human resources will remain constant regardless of recruitment, work ethic, or work environment.
b. The coefficient b 1 has a positive value of 0.280, which means that every time recruitment increases by 1, the quality of human resources increases by 0.280, given all other variables remain constant.
c. The coefficient b2 is positive at 0.474, indicating that for every rise in work culture, the quality of human resources will improve by 0.474, providing all other variables remain constant.
d. The coefficient b3 is positive, indicating that every increase in the work environment of 1 improves the quality of human resources by 0.151 and other variables with consistent benefits.

Multiple Correlation Analysis
The process of multiple correlation is conducted to establish or demonstrate the magnitude of two or three independent variables collectively against dependent variables. The subsequent table presents the multiple or shared correlations.

Multiple Correlation Test

Model Summary									
				Std. Error of the Estimate	Change Statistics				
Type	R	R Square	Adjusted R Square		R Square Change	F Change	df1	df2	Sig. F Change
1	.896^a	.802	.797	3.820	.802	156.902	3	116	.000
a. Predictors: (Constant), WORK ENVIRONMENT, RECRUITMENT, WORK CULTURE									

Source: Processed by the author in 2022 using SPSS version 25

Based on the numbers above, it is obvious that the sig f change value is less than 0.05, indicating an influence or correlation with the multiple correlation coefficient (R2) of 0.802 obtained by multiplying 0.896 by 0.896. This implies that there is a very high correlation between 0.80-1,000 of the recruitment, work culture, and work environment variables and human resource quality.

Test t

T or partial tests are used to prove existing hypotheses or temporary conjectures by determining the relationship or individual impact of each independent or independent variable on the dependent or dependent variable in the regression model. The calculation in determining the degree of freedom based on table statistics, where the degree of freedom (dk) is:

$Dk = n - (k - 1) = 120 - (3 - 1) = 118$, referring to the statistical table with a significant level of 0.05 and a percentage point of the number of samples of 118, the table t value can be determined, namely: 1.98027 or 1.98.

Recruitment Hypothesis t Test

H_{01} : Recruitment has no positive and substantial impact on human resource quality

H_{a1} : Recruitment has a significant and positive effect on the quality of human resources

t Recruitment Test

Coefficientsᵃ					
	Unstandardized Coefficients		Standardized Coefficients		
Type	B	Std. Error	Beta	t	Sig.
1 (Constant)	5.861	2.532		2.315	.022
RECRUITMENT	.909	.064	.796	14.261	.000
a. Dependent Variable: KUALITAS_SDM					

Source: Processed by the author in 2022 using SPSS version 25

Based on the table above, it can be seen that the value of significance t is less than 0.05 or 0.000 < 0.05 and t_{count} 14.261 > t_{table} 1.98 , Then H_{o1} is rejected and H_{a1} is accepted, indicating that recruitment has a positive and significant effect on human resource quality.

Test the Work Culture Hypothesis

H_{02} : The work environment has no good or significant effect on the quality of human resources.

H_{a2} : The organizational culture has a noteworthy and advantageous impact on the personality of the workforce.

T-test
Test t Work Culture

Coefficientsᵃ					
	Unstandardized Coefficients		Standardized Coefficients		
Type	B	Std. Error	Beta	t	Sig.
1 (Constant)	2.388	2.130		1.121	.265
WORK CULTURE	.923	.050	.864	18.603	.000
a. Dependent Variable: KUALITAS_SDM					

Source: Processed by the author in 2022 using SPSS version 25

Based on the information provided, the t-value of significance is below 0.05 or 0.000 0.05, while the t_{count} of 18.603 exceeds the ttable of 1.98. As a result, the null hypothesis H_{o2} is rejected, and the alternative hypothesis H_{a2} is accepted, indicating that organizational culture has a substantial positive effect on workforce quality.**Test the Work Environment**

Hypothesis

H_{03} **:** The work environment has no positive and substantial impact on the quality of human resources

H_{a3} **:** The working environment has a substantial and positive impact on human resource quality

t Test Working Environment

Coefficientsᵃ					
	Unstandardized Coefficients		Standardized Coefficients		
Type	B	Std. Error	Beta	t	Sig.
1 (Constant)	13.497	1.769		7.629	.000
WORK ENVIRONMENT	.465	.029	.831	16.227	.000
a. Dependent Variable: KUALITAS_SDM					

Source: Processed by the author in 2022 using SPSS version 25

According to the data above, the value of significance t is less than 0.05 or 0.000 0.05, and t_{count} 16.227 > t_{table} 1.98, then H_{o3} Is rejected and Ha3 is accepted, indicating that the work surroundings has a high-quality and significant effect at the nice of human resources.

Test F
To prove the existing hypothesis, F or simultaneous tests are used to discover the relationship or influence of two or three free variables on bound variables in the regression model.
Value $df1 = k - 1 = 3$, and $df2 = n - k$ or $120 - 4 = 116$. Refer to a statistical table with values $df1 = 3$ and $2 = 116$, then it can be equated to the measurement of the Ftabel value which is 2.68.

H_{04} **:** Recruiting, work environment, or working conditions have no discernible impact on the quality of human resources.

H_{a4} **:** Effective hiring methods, a positive and supportive work culture, and a conducive work environment can all greatly improve the quality of human resources.

Test F Recruitment, Work Culture and Work Environment

ANOVAᵃ					
Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	6869.705	3	2289.902	156.902	,000ᵇ
Residual	1692.961	116	14.594		
Total	8562.667	119			
a. Dependent Variable: KUALITAS_SDM					
b. Predictors: (Constant), WORK ENVIRONMENT, RECRUITMENT, WORK CULTURE					

Source: Processed by the author in 2022 using SPSS version 25

According to the findings of the table data above, the sig value of the F test is 0.000 0.05, meaning that there is a significant influence with the positive value of $F_{count} > F_{table}$, which is 156,902 > 2.68. So that the null hypothesis (H_0) is rejected, meaning that the quality of human resources is influenced by a combination of recruitment variables, work ethic, and work environment.

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