

The Effect of Recruitment and Gender in Enhance Employee Performance Atpt. Xyz Pekanbaru City

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Abstract:

There are many aspects that must consider in a company. Good performance plays an essential role in the assessment of a company. It mainly involves the employee performance in the company and also the result obtained in a certain period. Therefore, to get high-performing employees so that companies need good human resource planning. Planning starts with a good recruitment process so that the human resources who will join the company are individuals who have competencies according to what the company is searching for. The implementation of recruitment for prospective employees is intended so that the company can obtain qualified employees and be able to realize the company's goals. On the other hand, from a gender perspective, management must consider when recruiting employees to match the work to be done. This study aimed to see the effect of recruitment and gender on employee performance. This study involved 128 respondents. This study uses the purposive sampling method, and multiple linear regression analysis was used to gather the data of this study. The results showed that a good recruitment process significantly affected employee performance, and gender significantly affected employee performance. Implications of the study were discussed the proper gender in a job can improve the company's overall performance

Keywords : *Company's goal; Employee Performance; Gender; Recruitment*

Introduction

Human resources are the most critical asset in a company (Y. Lee & Kim, 2017; Thudaa et al., 2019). Sophisticated technology will be useless if good human resources do not support it. In this era of globalization, companies must have quality human resources to compete with other companies. Companies are also required to manage their human resources to achieve company goals effectively and efficiently. One of the essential things in human resource activities is recruitment and selection (Hmoud & Laszlo, 2019; S. W. Lee & Mao, 2020)

The recruitment process is very vital in a company. Accuracy in recruitment can increase the effectiveness and efficiency of the company's operations. In addition, a good recruitment process can also affect the productivity of a company (Klepić, 2019). Recruitment is an essential thing in the procurement of human resources. If this recruitment is successful, many applicants will submit their applications to the company. Thus, the company's opportunity to get the best employees is getting bigger. Clear and continuous information regarding the number of employees needed to carry out a particular job is necessary for carrying out recruitment activities to be more effective. (Robbins et al., 2013)

In addition to a good recruitment process, gender is also one of the considerations for management when recruiting employees to match the work to be done (Agrawal et al., 2020; Salk et al., 2020). As in the field facts that we often encounter today, many field workers are generally dominated by men. In the office part of a company, it

is usually dominated by women. This is not a coincidence, but there are various considerations made by a company regarding the specifications of each gender. According to (Indah Ayu, 2015; Meklin et al., 2020; Park, 2021) there is a positive and significant effect of gender on employee performance partially. This means that the better the distribution of tasks between genders carried out by the company, the more employee performance. Gender itself is a cultural idea used to differentiate roles, behaviour, mentality, and emotional characteristics among women and men who broaden society.

Methodology

Research sites

This research was conducted at PT XYZ, which is engaged in oil and gas in Pekanbaru.

Types of Research

The type of research used in this study was a quantitative method by asking a causal relationship (cause and effect). This research was conducted with a quantitative research approach; namely, the researcher used questionnaires, observations, and interviews in conducting data collection techniques. (Sugiyono, 2013)

Population and Sample

The population of this study was field workers totalling 189 population, while the sample was 128 respondents. This research uses a purposive sampling method.

Data Analysis

This study uses a multiple linear regression with data analysis method using SPSS software.

Results and Discussion

Respondent Characteristics

The characteristics of respondents were used to determine the diversity of respondents by gender, age, tenure, and education. The expected that to provide a relatively clear picture of the respondents' condition and their relation to this study's problems and objectives.

Respondents by Gender

To see the respondents by gender, it can be seen in the following table:

Table 1

Respondents by Gender at PT XYZ Pekanbaru

No	Gender	Frequency (Respondents)	Percentage (%)
1	Male	122	95,3
2	Female	6	4,7
	Total	128	100,0

Source: research results, 2020

Based on table 1, PT XYZ field workers are generally male, with 122 respondents or 95.3%. Obviously, in carrying out their duties and activities, PT XYZ's field workers require extra time and energy so that men more ideally carried out the work.

Respondents by Age

To see respondents by age, it can be seen in the following table:

Table 2
Respondents by Age at PT XYZ Pekanbaru

No	Age	Frequency (Respondents)	Percentage (%)
1	< 30 years	18	14,1
2	30-39 years	40	31,3
3	40-49 years	47	36,7
4	≥ 50 years	23	18,0
Total		128	100,0

Source: research results, 2020

From table 2 was known that generally, PT XYZ Pekanbaru was 40-49 years old with 47 respondents or 36.7 %. As a technician in desperate need of communication skills and interacting, other employees may accept that information submitted. The respondent with a mature age level was considered to have more good abilities so that colleagues can well receive the information conveyed.

Respondents by Tenure

To see respondents by tenure, it can be seen in the following table:

Table 3
Respondents by Tenure at PT XYZ Pekanbaru

No	Age	Frequency (Respondents)	Percentage (%)
1	< 1 year	29	22,7
2	1-3 years	62	48,4
3	> 3 years	37	28,9
Total		128	100,0

Source: research results, 2020

Based on table 3 was known that PT XYZ Pekanbaru's field workers have not too long of service. This oil and gas company has only been running for the last 4 years, namely from 2016-2019. The length of a person's work will impact increasing their expertise or ability to work.

Respondents by Education

To see respondents by their latest education, it can be seen in the following table:

Table 4**Respondents by Latest Education at PT XYZ Pekanbaru**

No	Education Level	Frequency (Respondents)	Percentage (%)
1	Diploma	2	1.6
2	Bachelor Degree	126	98.4
Total		128	100,0

Source: research results, 2020

According to table 4, field workers at PT XYZ Pekanbaru had a good level of education. In carrying out and succeeding, needed talented human resources so that can adequately socialize the work program. The higher a respondent's education level, the better the perspective on the work program delivered will be.

Validity Test

An intense measurement process determined the data validity test. A research instrument has strong validity if the instrument measures what is being measured. The validity test is a test that shows how much the statement items represent the concept or variable being measured.

Table 5: Research of Validity Test

Variable	Indicator	r-value	r-table	Keyp
Recruitmen	RC1	0,632	0,174	Valid
	RC2	0,619	0,174	Valid
	RC3	0,602	0,174	Valid
Gender	GR1	0,487	0,174	Valid
	GR2	0,626	0,174	Valid
	GR3	0,520	0,174	Valid
	GR4	0,702	0,174	Valid
Performance	Kn1	0,432	0,174	Valid
	Kn2	0,427	0,174	Valid
	Kn3	0,425	0,174	Valid
	Kn4	0,483	0,174	Valid
	Kn5	0,399	0,174	Valid

Source: data processed results, 2020

From table 5 rvalue was known the variable declaration item was >0.174 . This means that the items used to measure each variable were declared valid.

Reliability Test

The reliability of measurement indicates that the instruments' stability and consistency measure concept was also helpful to test the "goodness" of the measurements.

Table 6: Test Results in Cronbach's Alpha

Variable	CronbachAlpha	Alpha Standard	Evidence
Recruitment	0,778	0,6	Reliable
Gender	0,776	0,6	Reliable
Performance	0,679	0,6	Reliable

Source: data processed results, 2020

Table 6 was known that the reliability value of all variables was 0.6, meaning that the measuring instrument used in this study was reliable or trustworthy.

Normality Test Results

The normality takes a look atpursuitsto checkwhether or not the confounding or residual variables have an ordinary distribution withinside the regression model. A properly regression versionbecame to have a standard or nearexpecteddata distribution.The results of the normality test can be seen as follows:

Table 7:Normality Test Results

Linear

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		128
Normal Parameters ^b	Mean	.0000000
	Std. Deviation	1.79216612
Most Extreme Differences	Absolute	.055
	Positive	.047
	Negative	-.055
Test Statistic		.055
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: data processed results, 2020

Table 7 shows that the Kolmogorov Smirnov test results obtained a significant value in the model of $0.200 > 0.05$. Thus, it can be interpreted that the linear regression model in this study meets the assumption of normality.

Multicollinearity Test

The multicollinearity looks at objectively to check whether or not the regression model observed a correlation among the independent variables (independent). Multicollinearity test results can be seen as follows:

Table 8: Multicollinearity Test Results

Linear		Collinearity	
Coefficients		Statistics	
Model		Tolerance	VIF
1	(Constant)		
	Recruitment	.865	1.156
	Gender	.865	1.156

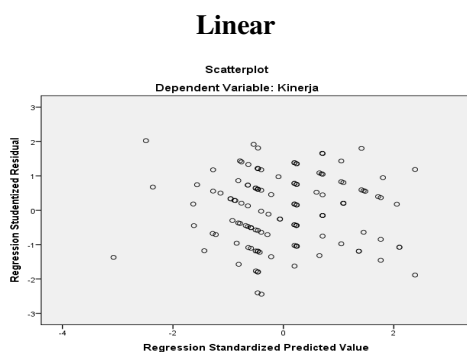
Source: data processed results, 2020

According to table 8, the tolerance value of all variables in the model was more significant than 0.1, and VIF was smaller than 10. It can be interpreted that there was no symptom of heteroscedasticity in the linear regression model in this study.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether there was an inequality of variance from one observation residual to another different observation in the regression model. The results of the heteroscedasticity test can be seen as follows:

Table 9: Heteroscedasticity Test Results



Source: data processed results, 2020

It can be seen in table 9 that the dotted model does not form a specific pattern and spreads randomly above and below the number 0 on the Y axis. It can be concluded that the linear regression model in this study was free from heteroscedasticity symptoms.

Hypothesis Testing

Simultaneous Test (F Test)

This test was used to see whether recruitment and gender variables simultaneously or jointly have a significant effect on the performance of field employees. Based on the tests carried out, obtained the following results:

Table 10: Simultaneous Test Results (Test F)

ANOVA						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	476.969	2	238.484	73.082	.000 ^b
	Residual	407.906	125	3.263		
	Total	884.875	127			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), recruitment, gender

Source: data processed results, 2020

From Table 10, the calculated F value was 73.082 with a significance of 0.000. While the value of F table at a significance level of 5% with the equation = $n - k - 1$; $k = 128 - 2 - 1$; $2 = 125$; $2 = 3.070$ (see the table with $df_1=2$ and $df_2=125$), where n was the number of samples, k was the number of independent variables and 1 was a constant. Thus, the results obtained were calculated F (73.082) > F table (3.070) or significance (0.000) <0.05. Thus, it can be seen that recruitment and gender simultaneously or jointly have a significant effect on employee performance.

Partial Test (t-test)

This test was used to see whether recruitment and gender variables partially or individually have a significant effect on the performance of field employees. Based on the test, obtained the following results:

Table 11: Partial Test Results (t-test)

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	6.216	1.257		4.947	.000
Recruitmen	.484	.096	.329	5.035	.000
Gender	.557	.067	.547	8.373	.000

a. Dependent Variable: Kinerja

Source: data processed results, 2020

From table 7 it can be seen that the respective t-values and the significance of the independent variables. It was known that the value of t table (2-sided test at 5% alpha) with the equation $n - k - 1: \alpha/2 = 128 - 2 - 1: 0.05/2 = 125 : 0.025 = 1.979$, where n was the number of samples, k was the number of independent variables, and 1 was a constant. Thus, the following results are obtained:

- a. Recruitment. The calculated tvalue was 5.035 with a significance of 0.005. Thus, it was known that tvalue (5.035) > t table (1.979) or significance (0.000) < 0.05. This means that recruitment has a significant effect on Field Employee Performance.
- b. Gender. Obtained tvalue of 8.373 with a significance of 0.005. Thus, it was known that t value (8.373) > t table (1.979) or significance (0.000) < 0.05. This means that gender has a significant effect on the performance of field employees.

Determination Coefficient (R2)

The coefficient of determination test was used to see the influence of recruitment and gender percentage variables on the performance of field employees. Based on the tests carried out, the following results were obtained:

Table 12: Test Results for the Determination Coefficient

Model Summary					
Model	R	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson	
1	.734 ^a	.539	1.80645	1.998	

a. Predictors: (Constant), recruitment, gender
 b. Dependent Variable: Kinerja

Source: data processed results, 2020

From table 12, the R2 value was 0.539 or 53.9%. This means that 53.9% of field personnel's performance was influenced by recruitment and gender. At the same time, the remaining 46.1% (100% – 53.9%) was influenced by other variables that did not include in this research model.

Conclusion

Based on the research results, it was known that the recruitment of field workers was good. However, the selection made to recruit field workers were still not good. The selection of field workers was carried out by a third party and recommended to the company; when viewed from the value of the selection results, some field workers still do not reach the standard value of graduation but were still recommended by third parties to become field workers. Overall, the selection is considered to have been selective in recruiting Field Workers. This condition can be seen in recruitment processes, ranging from qualification selection, administrative selection to written tests and interviews. The recruitment team is an officer who has the competence and independence so that those who are declared qualified go through the established procedures. The tests carried out obtained the results that the selection had a significant effect on the performance of field workers. The better the recruitment, the higher the performance of the field staff and vice versa. If the selection were not good, the performance of the field workers would be lower. Gender issues also affect employee performance. Choosing the correct gender at work can significantly improve performance.

Limitation

This research only involved-field workers and was only conducted on one oil and gas company, so the results cannot be generalized to the oil and gas industry.

Suggestion

Future research expects to expand the population and sample in various oil and gas companies to obtain complex results. In addition, further researchers can conduct research using open questionnaires and add other factors that can improve employee performance.

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