

## ABSTRACT

Arinta , Dea Tirawati. 2012, Thesis. Title "An Analysis of Resources Recruitment of AJB Bumiputera Toward Employee Performance (Case Study On Individual Division Bumiputera 1912-Blitar Wlingi Branch)".

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One key element in creating professional Human Resources (HR) are on the recruitment process. Looking for a professional and quality labor is not easy. It is an obligation for organization and the companies to do the screening for new members or workers. For that recruitment of labor is required to screen the applicants who wish to apply. Within the organization, the recruitment has become one of the important processes in determining whether good or not the applicant who will apply to the organization.

The purpose of this study is to examine analyze, and discuss whether a variable source of recruitment which consists of internal and external has simultaneous, partial, and most dominant influence on the performance of employees that includes variables or quantity, quality, duration, presence / absence, and teamwork . This study will use a type of quantitative research by using explanatory, method that explains the existence of recruitment sources influence on employees performance, this study uses 42 respondents, with the primary and secondary data that are direct survey and by spreading questionnaire with a Likert scale. Then the analysis is by using test of validity, reliability testing, and multiple linear regression.

Based on the research results it showed that the two independent variables simultanreously affect the performance of the value of F count  $>$  Ftable of  $(55.535 > 3.32)$ , it shows a positive effect on performance improvement. Then the partial internal and external recruitment sources also partially have a significant influence on the performance of the value of t count  $>$  t table  $(2.274 > 2.021)$ . while in this study only the variable of external recruitment sources that have a significant effect with standardized Coefficients with a value of 0.474.