Every organization, irrespective of size, products, and services it produces, must recruit job applicants to fill a position. Filling a void in an organization caused by growth, changes in structure and function, or round employees. This search requires people who can meet the requirements of the vacant position. Employees can originate from sources internal and external sources. To find recruitment implementation at PT Bank Negara Indonesia Syariah (Persero).Tbk Branch Malang is the purpose of this study. By this, the authors wanted to know the implementation of recruitment and development at PT Bank Negara Indonesia Syariah (Persero).Tbk Branch Malang.

Kind of this research is qualitative by using method descriptive, which wherein data collection is done by way of observation, interview, instruments research and documentation who where head the leadership of branch become subject of research. During this research uses descriptive qualitative method to analyze the data, the authors describe and interpret the data that have been obtained so that depict the actual reality according to what is happening in the company.

In this study the authors describe that the recruitment system in PT Bank Negara Indonesia Syariah (Persero) Tbk Branch Malang, If the employee requires the employee to submit to headquarters and was given the authority of a branch office for advice and advertisers. In addition to improving employee performance held their training system judging by Graphic Rating System. Namely the fidelity of work, appearance, skills, and presence.