## *ABSTRACT*

**(SALSABILA AMANDA / 2000861201149 / 2024/ *THE INFLUENCE OF RECRUITMENT ON EMPLOYEE PERFORMANCE AT THE TIRTA MAYANG DRINKING WATER PERUMDA JAMBI CITY/ SUPERVISOR I* UBAIDILLAH, SE, MM / *SUPERVISOR II* DRS. RASDI, MM.)**

*Recruitment has a very important role in employee performance. Therefore, the aim of this research is to describe employee recruitment and performance at work, as well as to determine and analyze the effect of recruitment on employee performance at Perumda Air Minum Tirta Mayang, Jambi City.*

*The research method in this research is descriptive and quantitative. Distributing questionnaires to a population of 112 people in 2022, the formula used to find samples was the Slovin formula according to Sugiyono (2017:81) so that the sample in this study was 77 respondents. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with Y = a+b.X+ei.*

*To analyze the effect of recruitment on employee performance at Perumda Air Minum Tirta Mayang, Jambi City. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with Y = 0.824+0.587X. The recruitment regression coefficient (X) is 0.587, meaning that recruitment (X) has increased by 1 so that employee performance (Y) at Perumda Air Minum Tirta Mayang, Jambi City has increased by 0.587.*

*The coefficient of determination is known from the value R2 = 0.369 (36.9%), which means that recruitment (X) is able to explain employee performance (Y) at Perumda Air Minum Tirta Mayang, Jambi City by 36.9% and the remaining 63.1% is influenced by other variables. Not investigated in this study.*

*Based on the t test, the tcount value is 3.962 and ttable is 1.99210. From the comparison results, it can be seen that the test with a comparison of tcount 3.962 ≥ ttable 1.99210 means that Ho is accepted by Hi. Rejected. This means that recruitment affects employee performance at Perumda Air Minum Tirta Mayang, Jambi City.*



***Keywords: Recruitment and Employee Performance***