FACTORS OF HUMAN RESOURCES PRACTICE AND THEIR IMPACT TO EMPLOYEE’S PERFORMANCE OF GARMENT FACTORY EMPLOYEES IN BATAM

Martin Citra Wiryawan
NPM: 1341210

Abstract

This study is aimed to determine the effect of recruitment and selection, training, compensation and performance appraisal to employee performance of garment factory employees in Batam.

This study was conducted by distributing questionnaires to 360 respondents of factory in Batam. The questionnaires were distributed and collected back, and 355 questionnaires were filled out completely so that it can be used for regression analysis by using SPSS. From the data processing with SPSS is known that there are relationships between all the variables studied.

Results of this study emphasize the importance for factory management to pay greater attention to the variables studied above. Because all of the above variables closely linked to the performance of the employees, so that if the company wanted to improve the commitment of employees then all variables above should be enhanced and improved.

Key Words: factory employees, recruitment and selection, training, compensation, performance appraisal and employee performance