This research was conducted with the aim to determine the effect of variable recruitment and selection, compensation, training and assessment of employee performance in manufacturing companies in Batam.

This research was conducted using a survey method by issuing questionnaires to 400 respondents. Respondents were employees of 5 manufacturing companies in several industrial areas in the city of Batam. A total of 388 questionnaires were obtained from the company at various positions and levels of work, then after being recapitulated the data was tested using the SPSS program.

The results of the study showed a significant positive effect on the independent variables on the dependent sponsored. This study determines significant recruitment and selection variables on employee performance in accordance with procedures and selection that will produce the right employees for the position needed by the company. Likewise for other related variables, all of which have an influence on the dependent variable so that manufacturing companies in Batam can provide an increase in the implementation of all related variables in the company environment.

Keywords: manufacturing companies, recruitment and selection, training, compensation, performance updates, employee performance