

# UNIVERSITAS INTERNASIONAL BATAM

## ***ANALYSIS IMPACT OF HUMAN RESOURCE PRACTICE TO EMPLOYEE PERFORMANCE OF BANK PERKREDITAN RAKYAT (BPR) IN BATAM***

**Herliana**  
**NPM: 1541092**

### ***Abstract***

*The purpose of the authors chose the People's Credit Bank (BPR) in the city of Batam as an object of scientific work research is to find out whether the performance of employees at the Rural Credit Bank is able to compete with conventional banks or with others, not only with conventional banks but competition among the Rural Banks (BPR) it self, as well as employee performance supported by several variables such as, Recruitment and Selection, Compensation, Job Training, Performance Assessment and Succession Planning.*

*The author uses a survey by issuing a questionnaire to 300 respondents who work in PT. Bank Perkreditan Rakyat Dana Nusantara, PT. Bank Perkreditan Rakyat Barelang Mandiri, PT. Bank Perkreditan Rakyat Sejahtera Batam, PT. Bank Perkreditan Rakyat Banda Raya, PT. Bank Perkreditan Rakyat Dana Makmur, PT. Bank Perkreditan Rakyat Dana Nagoya, PT. Bank Perkreditan Rakyat Syariah Syarikat Madani, PT. Bank Perkreditan Rakyat Central Kepri, PT. Bank Perkreditan Rakyat Dana Mas, PT. Bank Perkreditan Rakyat Majesty Golden Rayain Batam city. A total of 300 questionnaires were collected to be recapitulated and tested for using the SPSS program.*

*Based on the results of this study it is known that there is a significant positive effect on all independent variables on dependents that are approved as recruitment and selection variables. For other approved variables, all those that have a significant influence on the variables, depending on the results of this study, can provide benefits for improving the performance of BPR employees in Batam city.*

***Keywords:*** *Rural Banks (BPR), Recruitment and Selection, Compensation, Job Training, Performance Assessment and Succession Planning and Employee Performance*