



## THE EFFECT OF EMPLOYEE SELECTION AND PERFORMANCE ON THE TERMINATION OF EMPLOYMENT OF PT INFOMEDIA NUSANTARA TELKOM MEDAN

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### Abstract

PT Infomedia Nusantara is one of Telkom Group's subsidiaries specializing in publishing and advertising media as a communication bridge between business people and also an information channel for telephone customers. The problem in this study is whether selection and performance affect simultaneously or simultaneously the termination of employment at PT. Infomedia Nusantara Telkom Medan. The data collection technique in this study was carried out by questionnaire by distributing a list of questions to respondents as many as 65 respondents through the help of the Statistical Product Service Solution (SPSS) program Version 19.00 Simultaneously or simultaneously Employee Selection and Performance affect Termination of Employment. Partially, independent variables of employee selection and performance have a positive and significant effect on termination of employment. Determination with an adjusted R square of 0.922 means that 92.2% of the variation in termination can be explained by independent variables of selection and performance while the rest (100% - 92.2% = 7.8%) can be explained by other independent variables.

**Keywords:** *Selection, Employee Performance and Termination*

### INTRODUCTION

Organizations or companies always have various kinds of goals to be achieved. To achieve organizational goals, one of them requires quality human resources. In order to obtain quality human resources, human resources must be managed properly and correctly. Because good and correct management will produce quality human resources and quality resources will have good work performance so that they can support the company in achieving its goals. One of the activities in HR management is recruitment. Recruitment is the process of producing a group of qualified applicants for organizational jobs (Malthis 2006). The benefit of recruitment is that it has the function of "The Right Man on The Right Place", which must be a guide for managers in placing workers in their company. Activities included in the scope of recruitment are the overall activities of the preparation of labor withdrawal, selection, and placement. This program is essentially researching and obtaining the required manpower, both in quantitative and qualitative terms. The recruitment function in the company is to recruit staff or employees so that the company can run its business sustainably. Recruitment of employees directly affects the performance of the company. The process and management of employee recruitment and development is driven by the company's need to improve the quality of its employees. The main target is to acquire professionals. In order to obtain good quality personnel, recruitment and development must be an active process that is able to reach potential candidates. Clear and relevant position requirements are the basis for selecting a high-quality workforce to obtain employees who perform well.

Failure to recruit will be an obstacle to the process of achieving company goals. Thus the recruitment process must really be carried out, because it concerns the long-term process for the workforce. The importance of this recruitment is not only to determine "the right man on the right place", but also to avoid high employee turnover. The high level of employee "turnover" indicates the low quality of company management in carrying out its functions. Employee development carried out aims to create employees who have competencies and qualifications according to

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competency standards, as well as to support appropriate competency building and focus on their specialization paths for employees placed in special positions.

Performance is an organizational process in assessing the performance of its employees. The purpose of performance appraisal in general is to provide feedback to employees in an effort to improve their work appearance and efforts to increase organizational productivity, and is specifically carried out in relation to various policies towards employees such as for the purpose of promotion, salary increase, education and training, so that performance appraisal can be the basis for assessing the extent of activities HRM such as recruitment, selection, placement, and training is done well, and what will be done later such as in payroll, career planning, and others which of course is one of the very important activities in human resource management. At the time of employee withdrawal, the company's leadership spends a lot of funds for compensation payments and employee development, so that the employee really feels in his own place and exerts his energy for the benefit of the company's goals and objectives and the employee himself. Likewise, when the employee quits or there is a termination of employment with the company, the company releases funds for pensions or severance or other benefits related to termination, as well as reprogramming the withdrawal of new employees just as it used to spend funds on employee compensation and development.

PT Infomedia Nusantara is one of Telkom Group's subsidiaries specializing in publishing and advertising media as a communication bridge between business people and also an information channel for Telkom telephone customers. who are always innovative in service to consumers. Service quality support is very important in trading companies or service companies to be able to survive continuously and withstand competitors' attacks. With observations and temporary information at PT Infomedia Nusantara, Telkom Medan in conducting selections is always not guided by the needs of the company, so that it has not really got a professional workforce, the needs of workers who should be in accordance with the position are not considered, causing excess labor and as a result many workers leave the company. The company has not conducted a maximum performance appraisal of employees so that morale decreases. One of the practices of employee performance appraisal at PT Infomedia Nusantara Telkom Medan, as has been implemented, reflects the ability of employees who have understood what are the goals, objectives, and expectations of the company. Furthermore, a problem arises when faced with work performance, namely the assessment model that has become a provision for the company cannot meet the demands of business environmental conditions and situations that cause employees to have behavioral attitudes that are forced to meet company regulations.

## LITERATURE REVIEW

### Definition of Selection

Selection is an activity in HR management that is carried out after the selection recruitment process is carried out. This means that a number of qualified applicants have been collected and then selected which ones can be designated as employees in a company. This selection process is called selection (Rivai & Sagala, 2013). The selection process is an effort to capture from those who are considered to be able to adjust to the job offered, they are considered to be able to show the performance expected by the leaders of the organization (Sunyoto, 2015).

### Definition of Performance

Employee performance is a comparison of the results achieved with the participation of the labor union time (usually hourly) Kusriyanto in (Mangkunegara, 2016). Employee performance as an expression such as output, efficiency and effectiveness is often associated with productivity (Gomes in Mangkunegara, 2009). Performance is an employee (work performance) is the result of work in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him (Mangkunegara, 2016). Therefore, it is concluded that the performance of Human Resources (HR) is work performance or work results (output), both quality

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and quantity achieved by Human Resources (HR) unity of time periods in carrying out their work duties in accordance with the responsibilities given to them.

### Definition of Termination of Employment

Juridically, the working relationship between employees and company leaders occurs after there is an employment agreement between the two parties concerned. As long as the employment agreement binds both parties, as long as the employment relationship remains, but termination of employment (termination) can occur, even though the employment agreement is still binding on both parties. Termination of employment is often inevitable and this is due to the wishes of the company or it can be due to the wishes of employees. Termination of employment both due to the wishes of employees and the company should not be done arbitrarily, but must be done in accordance with applicable regulations..

## METHOD

### Research Approach

The research approach carried out in this study is quantitative because this study aims to determine the pattern / form of influence of the relationship between two or more variables (Rusiadi et al., 2016).

### Population and Sample

A population is a complete group of elements, which are usually people, objects, transactions or events that we are interested in studying or being the object of study. The population in this study is all employees of PT Infomedia Nusantara Telkom Medan as many as 65 employees. The sample is a part or representative of the population that is careful for just questionnaires, so if the subjects are less than 100, it is better to take all so that the research is a census study. If the number of subjects is greater than 100, 0% to 15% or 20% or more can be taken. Based on the above opinion, in this study the author took samples from all existing populations, namely 65 employees of PT Infomedia Nusantara Telkom Medan. So this study is called census research.

### Data Analysis Techniques

In qualitative research, data sources selected and adjusted to the research objectives are:

#### 1. Multiple Linear Regression Analysis Model

The data analysis model used by the equation is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \epsilon$$

Where:

- Y = Termination of Employment
- $\alpha$  = Intercept
- $\beta_1, \beta_2$  = Regression Coefficient
- X1 = Selection
- X2 = Performance
- $\epsilon$  = Bully Error/Error Term

#### 2. Test Goodnes of Fit (Ujian Kesesuaian)

##### Test F

This F-Statistical test is performed to see how much influence the independent variables together have on the dependent variable. This test is performed by comparing the F-count value with the F-table. If F-count > F-table, then H0 is rejected which means the independent variables together affect the dependent variable.

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**Test t**

The t test is used to determine whether the influence of each variable is real or not.

**Coefficient of Determination**

Coefficient Determination (R2) essentially measures how far the model is able to explain variations in the dependent variable. The value of the coefficient of determination is between zero and one. A small R2 value means that the ability of independent variables to explain the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable. In general, the coefficient of determination for cross section data is relatively low due to large variations between each observation, while for time series data has a high value of coefficient of determination (Ghozali, 2010).

**RESULTS AND DISCUSSION**

**Contents Results and Discussion**

**Analysis and Evaluation**

The data are collected and compiled, classified, analyzed and evaluated and the latter takes decisions on the research. The processing results are:

Table 1. The result of the mean value, Std deviation of each variable

<b>Descriptive Statistics</b>			
	Mean	Std. Deviation	N
Termination of Employment (Y)	26.97	10.818	65
Selection (X1)	13.09	5.528	65
Performance (X2)	19.45	7.622	65

Source: SPSS Processing Results version 19.00

Based on Table 1 seen above, the mean value of the termination variable is 26.97 with a standard deviation of 10.818. For the selection variable, the average value is 13.09 with a standard deviation of 5.528. As for performance, the average value is 19.45 with a standard deviation of 7.622. And the number of respondents (N) is 65.

Table 2. Correlation of Selection, Performance and Termination

<b>Correlations</b>				
		Termination of Employment (Y)	Selection (X1)	Performance (X2)
Pearson Correlation	Termination of Employment(Y)	1.000	.949	.885
	Selection (X1)	.949	1.000	.845
	Performance (X2)	.885	.845	1.000
Sig. (1-tailed)	Termination of Employment(Y)	.	.000	.000
	Selection (X1)	.000	.	.000
	Performance (X2)	.000	.000	.
N	Termination of Employment(Y)	65	65	65
	Selection (X1)	65	65	65
	Performance (X2)	65	65	65

Source: SPSS Processing Results version 19.00

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Based on Table 2, it can be seen above that the correlation value between selection and termination of employment is 0.949 or strong, and the correlation between performance and termination of employment is 0.885 or stronger. Between selection and termination of employment with performance are equally influential because they have a value above 0.05 or greater than  $\alpha = 5\%$ .

### Hypothesis Testing

#### a. Simultaneous Effect Test

Table 3. F Test Results  
ANOVA<sup>b</sup>

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	6922.635	2	3461.318	378.284	.000a
Residuals	567.303	62	9.150		
Total	7489.938	64			

a. Predictors: (Constant), Performance (X2), Selection (X1)

b. Dependent Variable: Termination of Employment (Y)

Source: SPSS Processing Results version 19.00

Based on Table 3 seen above, the Anova F test produces an  $F_{\text{calculate}}$  value of 378,284 with a significant level of 0.00. Because  $F_{\text{calculate}} 378,284 > F_{\text{table}} 3.14$  and the significant probability is much smaller than 0.05 which is  $0.00 < 0.05$ , then the criterion is Reject  $H_0$  (Accept  $H_1$ ), the regression model can be said that selection and performance simultaneously and significantly affect termination of employment.

Table 4. Multiple Linear Regression Equations  
Coefficients<sup>a</sup>

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.934	1.046		.893	.375
Selection (X1)	1.378	.128	.704	10.775	.000
Performance (X2)	.411	.093	.290	4.431	.000

a. Dependent Variable: Termination of Employment (Y)

Source: SPSS Processing Results version 19.00

Based on Table 4 seen above, the regression equation is

$$Y = 0.934 + 1.378 X_1 + 0.411 X_2.$$

A constant of 0.934 states that if there is no independent variable (value 0) then the dependent variable remains at 934, while selection at 1.378 and performance at 0.411 can be concluded hypothesis 2 is accepted.

Table 5. t-Test Results

Coefficients <sup>a</sup>		
Type	t	Sig.
1 (Constant)	.893	.375
Selection (X1)	10.775	.000
Performance (X2)	4.431	.000

a. Dependent Variable: Termination of Employment (Y)

Source: SPSS Processing Results version 19.00

Based on Table 5. Above the selection of calculated values of 10,775 > table 1.664 with a significant of 0.000 < 0.05, the criteria is Reject Ho (Accept H1), meaning that there is a partial positive and significant influence of selection on termination of employment. The performance of the calculated value of 4,431 > table 1.664 with a significant of 0.00 < 0.05, the criterion is Reject Ho (Accept H1), meaning that there is a partial positive and significant influence of performance on termination of employment.

Table 6. Determination Test Results

**Model Summary<sup>b</sup>**

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.961a	.924	.922	3.025

a. Predictors: (Constant), Performance (X2), Selection (X1)

b. Dependent Variable: Termination of Employment (Y)

Source: SPSS Processing Results version 19.00

Based on Table 6 seen above that the magnitude of the adjusted R square is 0.922, this means that 90% of the variation in termination can be explained by independent variables of selection and performance, while the rest (100% - 90% = 10%) can be explained by other independent variables.

**CLOSING**

**Conclusion**

Based on the results of analysis and discussion at PT Infomedia Nusantara Telkom Medan regarding the effect of selection and performance on termination of employment, the author gives suggestions, as follows:

1. The partial test results of each variable affect performance and selection for termination of employment at PT. Infomedia Nusantara Telkom Medan, but it is also necessary to pay attention to other factors that can make the workforce feel at home working for the company so that the company's goals can be achieved and implemented properly.
2. It is expected that at PT. Infomedia Nusantara Telkom Medan can meet the needs and pay attention to the wishes of the workforce so that they can work with higher loyalty.
3. Advice to the next researcher by adding other variables so that the results are better and more accurate.



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