## *ABSTRACT*

***The Influence Of Recruitment and Selection On Outsourcing Employee Performance In Personel Alih Daya Bandung Under Guidance Lita Wulantika, SE., M.Si***

*Recruitment and selection PT. Personel Alih Daya Bandung Area have not received attention, implementation of recruitment is felt not done well and the selection process is still lacking to improve employee performance. With a sense of dissatisfaction and employee shortages at some of these, the employee's performance has been poor employee lacks high responsibility in the work, and cooperation among colleagues inadequate supported by the decline in the achievement of the performance indicators outsourced employees. This study aims to determine the effect of recruitment and selection of outsourcing on the performance employees of outsourcing at PT. Personel Alih Daya Bandung Area.*

*This research method using descriptive method verikatif. Path analysis method. The unit of analysis in this study were all employees of outsourcing PT. Personel Alih Daya Bandung Area as the population. The sampling technique is random sampling so that as many as 66 people as the sample.*

*Results of the study showed that the recruitment and selection of positive influence on employee performance. Recruitment and selection positive effect. Recruitment to the selection effect is not too dominant. Among the independent variables, recruitment and selection which gives a greater influence on employee performance is recruitment rather than selection.*



***Keywords: Recruitment, Selection, Employee Performance***