EFFECT OF THE EMPLOYEE RECRUITMENT PROCESS, QUALITY OF HUMAN RESOURCES AND WORK MOTIVATION ON EMPLOYEES PERFORMANCE AT INDONESIAN POLICE CRIMINAL INVESTIGATION AGENCY, FORENSIC LABORATORY CENTER

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ABSTRACT

This study aims to analyze the performance of examiners of subfield document and counterfeit forensic money in Puslabfor BareskrimPolri by looking at the factor of employee recruitment, quality of human resources and motivation partially or simultaneously and the variables that have a major influence on this research.

This research method is a quantitative method by processing primary data through a questionnaire given to the forensic examiner documents and counterfeit currency inspectore at the police criminal investigation center. the number of samples in this study were 73 employees. Data processing in this study using SPSS version 22 and analyzed using multiple regression analysis. The analysis used in this study includes the validity test, realibility test, nominality test, coefficient test, determinant coefficient R^2, multiple regression test and t test.

The results of the study show that, (1) employee recruitment influence on employee performance (2) quality of human resources has significant influence on employee performance, and (3) motivation influences employee performance.

Keywords: Employee recruitment, Quality of human resources, Motivation and employee performance

I. INTRODUCTION

Human Resource Management (HR) is important in achieving goals. Generaly the leadership of the organization expects good performance from each employee in carrying out the tasks given by the leadership. The organization realizes that Human Resources (HR) is the basic capital in the process

of building companies and even nationally, therefore the quality of HR must always be developed and directed so that the goals set by the organization are achieved.

The object of this study are members of Forensic Laboratory Center field Document and counterfeit money of Indonesian Police Criminal Investigation Agency. Along with government policies in terms of service to the community, the National Police Criminal Investigation Center has the main task as supporting the investigation process carried out by investigators, the Puslabfor must be able to provide satisfaction to customers / investigators in terms of providing results of examination of evidence in a criminal laboratory which can be accounted for in the court. As for the field of docupalfor itself, specifically related to the examination of documents and forged currency.

Overall, researcher found there are still some problems that exist related to the performance of this institution employee.

Among other things from the attendance data it can be seen that the number of absentee employees of the Indonesian Police Criminal Investigation Center, there are some employees who do not go to work without information and some are on work leave. The fluctuation of the percentage increases and decreases in absentee, a certain month, the percentage of attendance or absence reach 10% above. This shows that the absenteeism is quite high and not to mention the number of employees who are late working. Here is a graph of attendance of employees.
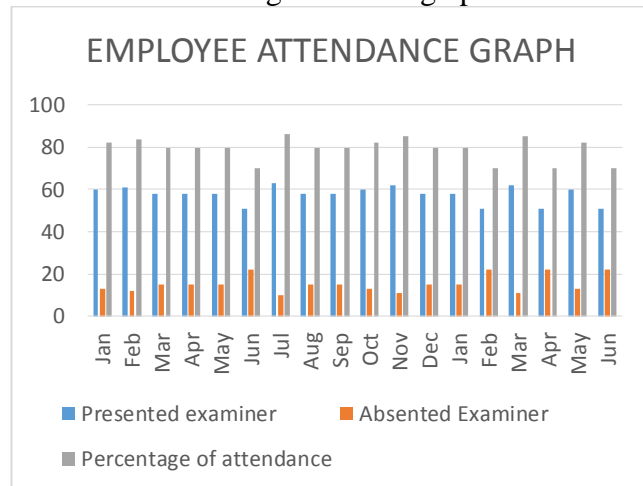
Employee Attendance Graph

If the employee of documents and counterfeit currency forensic laboratory is absent or late to work the tasks assigned to them will be abandoned or not completed as expected. This will lead to ineffectiveness and inefficiency of a person at work and can further reduce performance. In the long run this can have an impact on organizational performance.

Case Evidence Data, Year 2014 s/d 2019

NO	YEAR	CASE IN	CASE SOLVED	CASE SOLVED PERCENTAGE
1	2014	1315	1110	84.41
2	2015	1270	1080	85.03
3	2016	1241	1075	86.62
4	2017	1140	1035	90.61
5	2018	1085	1025	94.00
6	January-June 2019	690	630	94.01

Source: Indonesian Police Criminal Investigation Agency

From the data above, it shows that work completion tend to increase from year to year, but it is still considered not reached the target of 100% completion of the case.

Considering the importance of the employee recruitment procces and the quality of human resources for the organization, it is hoped the process of recruiting employees and human resources can prove good quality and effectively will have an impact on the development of the organization in the future to obtain quality resources in the Indonesian Police Criminal Investigation Center.

Factors that affect human resources in achieving the goals of the organization or institution can be seen from many factors. Good employee performance will greatly facilitate an organization or organization to achieve the desired goals, but it should be noted two important factors that can influence it, namely internal factors derived from the work motivation of the employees themselves, as well as external factors in the form of leadership from the employee's supervisor. (Harwiki, 2013; Potu, 2013; Brahmasari & Suprayetno, 2010)

Based on the description above, the writer interested to take a research, titled: "Effects of the Employee Recruitment Process, Quality of Human Resources and Work Motivation on Employees Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center ".

Research Purposes

The aim of this research is:
a. Knowing and analyzing the Effect of Employee Recruitment Proccess, on Employees Performance at The Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center.
b. Knowing and analyzing the Effect of Human Resources Quality, on Employees Performance at The Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center.
c. Knowing and analyzing the Effect of Work Motivation, on Employees Performance at The Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center.

II. LITERATURE REVIEW

2.1 Employee Recruitment

Hasibuan (2008) states that recruitment is an effort to find and influence the workforce, so that they want to apply for vacancies in an organization. While the definition of recruitment according to Simamora (2004) is a series of activities looking for and enticing job applicants with the motivation, ability, expertise, and knowledge needed to cover the deficiencies identified in staffing planning. Recruitment activities begin when candidates begin to be sought, and end when their applications are submitted by leaders according to Anoraga in Sutrisno's book (2017: 214) is interpreted as a person's ability to be able to influence others, through communication both directly and indirectly with a view to mobilizing these people so that with full understanding, awareness and pleasure are willing to follow the leader's wishes. Effective recruitment is very important now for several reasons. First, there was a dramatic change in which in some countries there was a phenomenon where there was a shortage of workers in accordance with company needs. Second, some recruitment methods are better than others, depending on the type of job. Third, the success of recruitment will depend on the extent of the problem area and the recruitment policy (Dessler, 2011: 162).

Factors that affect the efective recruitment

It often happens in a job vacancy information, not many applicants are interested in applying. Therefore, companies that become companies must be sensitive to effective constraints. Factors that are commonly found in recruitment include: (Dessler, 2011: 162).
1. Sational organism characteristics
2. Organizational Image

3. Organizational Policy
4. Strategic plans and human resource plans
5. External conditions
6. Job Requirements

2.2 Quality of Human Resources

Rahardjo (2010: 18) explains the definition of Quality of Human Resources, namely: "The quality of human resources is not only determined by the aspects of the skills or strengths of physical energy, but also is determined by education or the level of knowledge of experience or maturity and attitudes and values it has ".

Human Resources Quality Indicator

The quality of human resources according to Wiradisurya (2004) has several indicators as follows:
1. Personal Quality
2. Spiritual Quality
3. Social Quality
4. Quality of harmony with the environment
5. National Quality
6. Quality of Works

2.3 Work Motivation

Motivation according to Wahyuddin (2012: 87) is the giving of a driving force that creates the excitement of one's work, so that they want to work together, work effectively and be integrated with all the power and efforts to create satisfaction.

In the discussion about Human Resource Management, motivation discusses ways to raise the power and potential of subordinates, so they willing to work together productively to achieve the organizational goals that have been set. The most important key to give a motivation is depth knowledge about human behavior in organizations, or better known as Organizational Behavior. This means, to motivate public servants, the leader must know about the needs and desires of public servants under his leadership.

Motivation Indicator

According to Maslow theory, the needs are:
1. Physiological and biological needs
2. Safe and Secure needs
3. Social needs
4. The need for recognition for achievement
5. The need for self-realization or self-actualization.

2.4 Employee Performance

According to Sedarmayanti's Statement (2017: 284) performance is the work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities, in the context of efforts to achieve the objectives of the organization concerned legally, not violate the law and in accordance with moral and ethical. Performance management is a process that employers use to ensure employees work in line with organizational goals (Sedarmayanti 2017: 111).

Performance Indicator

According to Bangun (2012: 233), To facilitate employee performance appraisal, work standards must be clearly measured and understood while things that must be considered are:
1. Number of Jobs
2. Quality of Work

3. Punctuality
4. Presence
5. Cooperation Capability

Hypothesis

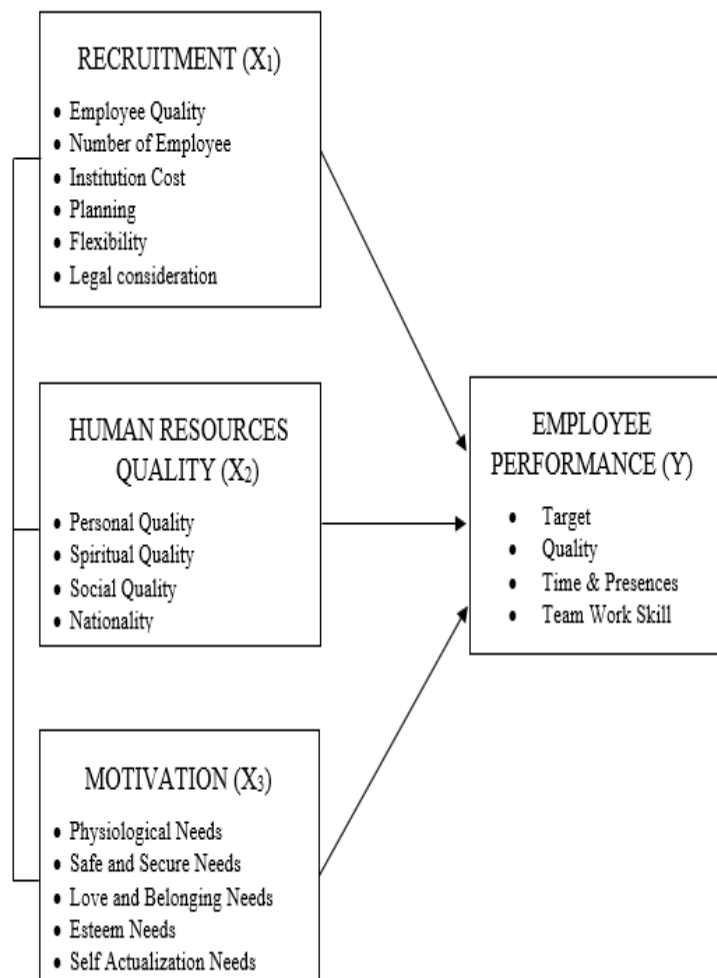Referring to the framework above, the hypotheses in this study are formulated as follows:

1. Ha : $\beta = 0$ →There is a positive effect of Employee Recruitment on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center
   Ho : $\beta \neq 0$ →There is no positive effect of Employee Recruitment on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center
2. Ha : $\beta = 0$ →There is a positive effect of Human Resources Quality on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center
   Ho : $\beta \neq 0$ →There is no positive effect of Human Resources Quality on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center
3. Ha : $\beta = 0$ →There is a positive effect of Motivation on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center
   Ha : $\beta = 0$ →There is no positive effect of Motivation on Employee Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center

Conceptual Framework

To find out how far the effect of Employee Recruitment Process, Quality of Human Resources and Work Motivation on Employees Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center, a research framework was formulated as follows:

RECRUITMENT (X₁)

- Employee Quality
- Number of Employee
- Institution Cost
- Planning
- Flexibility
- Legal consideration

HUMAN RESOURCES QUALITY (X₂)

- Personal Quality
- Spiritual Quality
- Social Quality
- Nationality

EMPLOYEE PERFORMANCE (Y)

- Target
- Quality
- Time & Presences
- Team Work Skill

MOTIVATION (X₃)

- Physiological Needs
- Safe and Secure Needs
- Love and Belonging Needs
- Esteem Needs
- Self Actualization Needs

III.   RESEARCH METHOD

The used time for this research is take out for six months, start from june 2019 until november 2019. While the Research site is conducted at the Indonesian Police Criminal Investigation Office at Inspeksi Tarum Barat Kavling Agraria Street E Block No.5 Kalimalang, East Jakarta.

The population in this study were all employees of the Police Criminal Investigation Forensic Dokupalfor fields totaling 73 (seven twenty- three).

Based on the total population contained in the Police Criminal Investigation Center, the sample used is the population sample. The sampling technique in this study is to use *census* or *total sampling techniques*. The reason of using this technique is, the population will be included is less than 100 (one hundred) people, so the samples taken come from the entire population in the company, amounting to 73 (seventythree) people who do not involve the Head of Division (Head / Headquarters).

To find out the validity of the questionnaire is done by comparing the r table with r count. The value of r table is seen in table r with df = n-2 (n = number of respondents / samples). At the 10% significance level, the r table will be obtained. The r value of the SPSS output can be seen in the Corrected Item Total Correlation column. Each question / statement is compared to the value of r output / output with the value of r table, if r results > r table, then the question is valid.

In this study to find the reliability of the instrument using the Cronbach alpha formula (**α)**, because the instruments in this study were in the form of questionnaires or a list of questions whose scores were a range of 1-5 and   the validity test used total items,   where to find the reliability of instruments whose scores were not 1 and 0, for example, questionnaire or question form description then uses the Cronbach alpha (**α)** formula.

Multiple regression analysis is used to predict how the (rise and fall) of the dependent variable, to the three independent variables as indicators. This analysis is used to involve two or more independent variables between the dependent variable (Y) and the independent variable (X_1, X_2, X_3). The regression equation is as follows:

$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$ ... (**Formula 3.1**)

Where:

Y: Performance

a: Constants

b: Coefficient

X: Organizational culture

X: Leadership

X: Motivation

e: Standard error

Coefficient of Determination (R^2)

The coefficient of determination (R^2) analysis basically measures how far the model's ability to explain the variation of the dependent variable. The coefficient of determination is between zero and one ($0 < R^2 < 1$). A small R^2 value means that the ability of independent variables to explain variations in 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.

IV. RESULTS AND DISCUSSION

Descriptive Statistics Analysis

The purpose of data analysis is for grouping data based on the variables examined, an overview of the variables obtained from all respondents. The dependent variable in this study is employee performance (Y) and the independent variable is recruitment (X1), HR quality (X2) and motivation (X3).

The first variable is recruitment where in this variable there are a total of 10 (ten) statements given, the results of the analysis are:

Tabel 4.5. Summary of Respondent Answer for Recruitment Variable

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
REK1	73	2.00	5.00	3.6575	.69160
REK2	73	2.00	5.00	3.6164	.84445
REK3	73	2.00	5.00	3.3425	.83698
REK4	73	1.00	5.00	3.3562	.87194
REK5	73	2.00	5.00	3.8767	.70603
REK6	73	2.00	5.00	3.9041	.78465
REK7	73	2.00	5.00	3.7397	.60156
REK8	73	1.00	5.00	3.1507	.69980
REK9	73	2.00	5.00	3.8219	.65282
REK10	73	3.00	5.00	3.7808	.58325
Valid N (listwise)	73				

Source: Process by SPSS vers 22, 2020

Based on the results of data processing in table 4.5. it can be seen that the minimum value for the respondent's answer is 1 while the maximum value is 5.

The highest average is in the REK6 statement (equal to 3.904) which is about "The organization is able to plan well the recruitment as needed " while the statement which has an average the lowest is REK2 (equal to 3,150) which is about " Recruitment of employees is done in accordance with the needs of the Organization every time ".

The second variable is the quality of human resources in which there are a total of 17 (seventeen) statements given to respondents through a questionnaire, the results of the analysis are:

Tabel 4.6. Summary of Respondent Answer for Human Resources Quality Variable.
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
SDM1	73	2.00	5.00	4.0822	.70225
SDM2	73	1.00	5.00	2.7671	.70387
SDM3	73	1.00	5.00	3.5890	.81370
SDM4	73	1.00	5.00	2.9671	.77317
SDM5	73	1.00	5.00	3.3151	.84782
SDM6	73	1.00	5.00	3.3699	.88986
SDM7	73	2.00	5.00	3.9315	.75146
SDM8	73	2.00	5.00	3.9726	.83288
SDM9	73	1.00	5.00	3.5890	.81370
SDM10	73	2.00	5.00	3.5890	.77317
SDM11	73	1.00	5.00	3.3151	.84782
SDM12	73	2.00	5.00	4.2603	.70872
SDM13	73	2.00	5.00	3.7397	.74587
SDM14	73	2.00	5.00	3.9315	.69380
SDM15	73	2.00	5.00	4.0685	.75146
SDM16	73	2.00	5.00	3.5342	.70764
SDM17	73	2.00	5.00	4.1096	.65747
Valid N (listwise)	73				

Source: Process by SPSS vers 22, 2020

Based on the results of data processing in table 4.6 it can be seen that the minimum value for the respondent's answer is one while the maximum value is 5. The highest average is in the SDM12 statement (4,260) which is about "The organization prioritizes the national quality of its employees as reflected by discipline rationalism "while the statement that has the lowest average is SDM2 (amounting to 2.767) which is about" The organization is concerned with the non-physical quality of the employees in it ".

The third variable is motivation where in this variable there are a total of 10 (ten) statements given to respondents through a questionnaire, the results of the analysis are as follows:

Tabel 4.7. Summary of Respondent Answer for Motivation Variable

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MO1	73	2.00	5.00	3.5616	.66638
MO2	73	2.00	5.00	3.6849	.62086
MO3	73	2.00	5.00	3.8904	.71805
MO4	73	2.00	5.00	4.0274	.57669
MO5	73	2.00	5.00	3.7671	.67742
MO6	73	3.00	5.00	3.8082	.46120
MO7	73	2.00	5.00	3.8767	.68608
MO8	73	3.00	5.00	4.0000	.55277
MO9	73	2.00	5.00	3.6712	.74638
MO10	73	2.00	5.00	3.8219	.67376
Valid N (listwise)	73				

Source: Process by SPSS vers 22, 2020

Based on the data processing result in table 4.7, it shows that the minimum value for the respondent's answer is 1 while the maximum value is 5. The highest average is in the MO4 statement (4.027) that is about "I feel comfortable with my atmosphere, and work environment" while the statement that has the lowest average is MO1 (3,561) which is about "I feel fulfilled about my life needs by working here".

The fourth variable is performance, where in this variable there are a total of 10 (ten) statements given to respondents.

Tabel 4.8. Summary of Respondent Answer for Performance Variable

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KK1	73	3.00	5.00	3.8082	.56905
KK2	73	2.00	5.00	4.0411	.55139
KK4	73	2.00	5.00	3.6575	.74943
KK5	73	2.00	5.00	3.8767	.67574
KK6	73	1.00	5.00	3.6575	.76774
KK7	73	2.00	4.00	3.3288	.70818
KK8	73	1.00	4.00	3.1096	.79333
KK9	73	2.00	5.00	3.7534	.64076
KK10	73	1.00	4.00	3.1918	.84264
Valid N (listwise)	73				

Source: Process by SPSS vers 22, 2020

Based on the results of data processing in table 4.8 it can be seen that the minimum value for the respondent's answer is one while the maximum value is 5. The highest average is in the KK2 statement (of 4.041) which is about " The ability to build, maintain and carry out cooperation and good relations with employees and the community "while the statement that has the lowest average is KK8 (equal to

3.109), which is about" The ability to plan, organize, implement, evaluate and improve administrative processes ".

Validity Test Result

Validity testing uses item score correlation with the total score of the variable. Following are the validity values for each statement item:

Tabel 4.9 Validity Test Result

No	Variable	Validity Coefficients (r count)	Critical Point (r table)	Result
1	Recruitment	0.692	0,278	Valid
2		0.701	0,278	Valid
3		0.693	0,278	Valid
4		0.381	0,278	Valid
5		0.457	0,278	Valid
6		0.623	0,278	Valid
7		0.468	0,278	Valid
8		0.499	0,278	Valid
9		0.371	0,278	Valid
10		0.603	0,278	Valid
11	Human Resources Quality	0.632	0,278	Valid
12		0.439	0,278	Valid
13		0.535	0,278	Valid
14		0.540	0,278	Valid
15		0.675	0,278	Valid
16		0.767	0,278	Valid
17		0.782	0,278	Valid
18		0.586	0,278	Valid
19		0.599	0,278	Valid
20		0.442	0,278	Valid
21		0.511	0,278	Valid
22		0.629	0,278	Valid
23		0.405	0,278	Valid
24		0.448	0,278	Valid
25		0.619	0,278	Valid
26		0.584	0,278	Valid
27		0.440	0,278	Valid
28	Motivation	0.351	0,278	Valid
29		0.681	0,278	Valid
30		0.416	0,278	Valid
31		0.503	0,278	Valid
32		0.625	0,278	Valid
33		0.641	0,278	Valid
34		0.582	0,278	Valid
35		0.550	0,278	Valid
36		0.493	0,278	Valid
37		0.615	0,278	Valid
38	Performance	0.585	0,278	Valid
39		0.696	0,278	Valid
40		0.792	0,278	Valid
41		0.622	0,278	Valid
42		0.678	0,278	Valid
43		0.718	0,278	Valid
44		0.552	0,278	Valid
45		0.613	0,278	Valid
46		0.458	0,278	Valid
48		0.578	0,278	Valid

Source: Process by SPSS vers 22, 2020

By using an alpha value of 5% from the number of respondents 73 people for the validity test obtained a product moment table correlation value of 0.278. From the table above, it appears that all items of the statement have product moment table (r table) correlation values for each - each statement item is greater than the product moment table correlation value, so it can be said that the statement items that have been stated are valid.

Reliability Test Result

Reliability of a variable construct is said to be good if it has a Cronbach's Alpha value > 0.60 (Supriyanto and Machfudz, 2010: 197). The following are the results of the reliability test using SPSS

Tabel 4.10. Reliability Test Result

No	Variable	Alpha Cronbach's	Critical Point	Result
1	Recruitment	0,630	0,600	Reliable

2	Human Resources Quality	0,843		Reliable
3	Motivation	0,748		Reliable
4	Performance	0,927		Reliable

Source: Process by SPSS vers 22, 2020

Based on the results of the reliability test conducted on all items in this study, indicate that all research items have a *Cronbach's Alpha* reliability coefficient value > 0.60, so that it can be said that all items are *reliable* statements.

Multiple Regression Test

Following are the results of multiple linear regression that was regressed with the SPSS version 22:

Tabel 4.11. Multiple Regression Test Result

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.511	2.484		.608	.545
Recruitment	.282	.101	.505	3.780	.001
H R Quality	.313	.115	.553	4.717	.000
Motivation	.293	.109	.477	3.699	.002

a. Dependent Variable: Performance

Source: Process by SPSS vers 22, 2020

According to table 4.11, can be known that the regression constant value is 1,511, the regression coefficient of the Recruitment variable (X1) is 0.282, the regression coefficient of the Human Resources Quality variable (X2) is 0.313, and the regression coefficient of the motivation variable (X3) is 0.293. So the regression equation that formed is:

Performance = a + b$_1$Recruitment + b$_2$Quality HR + b$_3$Work Motivation
Y = 1,511 + 0.282 X$_1$+ 0.313 X$_2$+ 0.293 X$_3$+ e

Coefficient of determination Analysis R^2

The coefficient of determination measures how far the model's ability to explain the variation of the dependent variable. The following table is the coefficient of determination obtained in the study:

Tabel 4.12. Hasil Uji Koefisien Determinasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.867[a]	.751	.740	2.32325

a. Predictors: (Constant), Motivation, Recruitment,

Human Resources Quality

Source: Process by SPSS vers 22, 2020

Based on table 4.12, it can be seen the value of Adjusted R2 is 0.740, this means that 74% variation of the performance variables can be explained by variations of the three independent

variables namely Recruitment, Human Resources Quality, and motivation, while the rest (100% - 74% = 26%) is explained by other factors that not examined.

T-test (Partial Test)

The purpose of the t-test is to figure out how far the independent variables, namely (X1) Recruitment, (X2) Human Resources Quality, and (X3) motivation, effecting the dependent variable (Y), namely performance partially. Hypothesis testing will be carried out using a significance level of 0.5 (α = 5%) or a trusting level of 0.95. In doing the t-test, the test used the null hypothesis (H0) and the alternative hypothesis (Ha).

Tabel 4.13. t Test Result

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.511	2.484		.608	.545
Recruitment	.282	.101	.525	3.780	.001
H R Quality	.313	.115	.573	4.717	.000
Motivation	.293	.109	.497	3.699	.002

a. Dependent Variable: Performance
Source: Process by SPSS vers 22, 2020

The T-test shows how far the effect of one independent variable individually to explaining the variation of the dependent variable. The significance level used is 5% or 0.05. The results of T-test for each variable are:
1. Recruitment Variable (X1) on the employee performance (Y).

    Result of t-test that taken on Recruitment variable produce the t-count with value 3.780, and significance in 0.001. it means, H0 is rejected, and Ha is accepted.

    The value of r (Beta) is 0.525, to measure how far the effect, then we should calculate the Coefficient of Determination (KD) with the formula r2 x 100% = $(0.525)^2$ x 100% = 27.5% which indicates that recruitment variable affecting the employee performance, the result is 27.5%.
2. Human Resources Quality (X1) on the employee performance (Y).

    Result of t-test that taken on leadership variable produce the t-count with value 3,717 and significance in 0,000. It means, H0 is rejected, and Ha is accepted.

    The value of r (Beta) is 0.573, to measure how far the effect, then we should calculate the Coefficient of Determination (KD) with the formula r2 x 100% = $(0.573)^2$ x 100% = 33% which indicates that Human Resources Quality variable affecting the employee performance, the result is 33%.
3. Motivation Variable

    Result of t-test that taken on Motivation Variable produce the t-count with value 2,699 and significance in 0,000. It means, H0 is rejected, and Ha is accepted.

    The value of r (Beta) is 0.497, to measure how far the effect, then we should calculate the Coefficient of Determination (KD) with the formula r2 x 100% = $(0.497)^2$ x 100% = 24.7% which indicates that Work Motivation variable affecting the employee performance, the result is 24.7%

The Effects of Recruitment, Quality of Human Resources and Work Motivation Simultaneously on Employees Performance at the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center.

Based on the result of multiple regression, abtained that Recruitment, Human Resources Quality and Motivation are affecting the performance. Morebetter the recruitment proccess, more greater the motivation and more better the quality of human resources, then will be higher the employee performance in the Indonesian Police Criminal Investigation Agency, Forensic Laboratory Center.

V. CONCLUSIONS AND SUGGESTIONS

1. Conclusion
    1. Recruitment Variable significantly affecting the performance of Forensic Laboratory Centre employee, at Indonesian Police Criminal Investigation Agency. It can be concluded, if morebetter the recruitment process held by institution, then it will be more higher the employee performance itself.

    2. Quality of Human Resources Variable significantly affecting the performance of Forensic Laboratory Centre employee, at Indonesian Police Criminal Investigation Agency. It can be concluded, if more better the Quality of Human Resources possessed by each employee, then it will be more higher the employee performance itself.

    3. Motivation Variable significantly affecting the performance of Forensic Laboratory Centre employee, at Indonesian Police Criminal Investigation Agency. It can be concluded, if more higher the motivation that each employee has, then it will be more higher the employee performance itself.

    4. The recruitment variable, human resources quality variable and work motivation variable has a positive effect on employee performance of Forensic Laboratory Centre employee, at Indonesian Police Criminal Investigation Agency. It can be concluded, if the three independent variables are seriously considered by the institution, then employee performance will be more better.

2. Suggestion

    1. In terms of employee recruitment, basically the employee of this institution is public servant, but to be able to work in this field should requires more depth selection and recruitment, so it wold be better if the job analysis in this field had to be deepened, so that each new employee who join, they already have the required competencies.

    2. Institutions should increase employee motivation, because work motivation has a high enough effect in improving the employee performance, of Indonesian police criminal investigation agency, forensic laboratory center.

    3. Human Resources quality could be improved by periodically engage every employee to take some training in accordance with the competence of each department with more detail, so that the quality of human resources in this institution will be increased

    4. The performance of employee can be improved by changing the leadership style that militarism tends to be authoritarian, being humanistic through exemplary measures such as discipline, law-abiding, morality, responsibility, cooperation, sensitive to an issue, wise decision making.

Erzyanto Yukama[1] ; Meita Pragiwani[2] ; Iman Sofian Suriawinata[3]

It can be an example for subordinates in carrying out their duties, and the performance is expected to increase overall.

5. Placing each employee according to their scientific discipline, so they can support the examination and daily tasks, and the results of the official report can be accounted for.

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