

ABSTRACT

Employee performance is one of the important measures for a company to achieve its goals. This can be understood through recruitment factors and how effective the training provided is. This study aims to see how recruitment and training effectiveness affect employee performance at PT Kereta Api Indonesia (Persero) DAOP 3 Cirebon. The method used in this study is a quantitative approach involving 93 respondents as samples. To analyze the data, this study applies multiple linear regression analysis. The findings of this study indicate that recruitment and training effectiveness have a positive and significant impact on employee performance at PT Kereta Api (Persero) DAOP 3 Cirebon.

Keywords: Recruitment, training effectiveness, and employee performance