

## **ABSTRACT**

**PT. Sepakat Kerja Sejahtera Cilegon is a company engaged in land transportation services using losbak vehicles, tronton, semi-special trailers and heavy trailers. Based on the research results, it is known that currently there are problems faced, namely regarding employee work productivity that has not met company expectations. This problem was caused by the low implementation of recruitment which was deemed not optimal.**

**The purpose of this research was to determine the effect of recruitment on employee work productivity at PT. Sepakat Kerja Sejahtera Cilegon. The research method used is descriptive analysis with data collection techniques used are library research and field research in the form of non-participant observation, structured interviews and questionnaires. The data analysis used were score analysis, validity test, reliability test, simple linear regression, rank Spearman correlation, determination coefficient, and hypothesis testing.**

**The results of data processing of 122 respondents using the SPSS version 21 program illustrates that the recruitment variable has a significant and positive influence on the employee work productivity variable. The effect of recruitment on employee work productivity is 64,3% while the rest is influenced by other factors.**

**PT. Sepakat Kerja Sejahtera Cilegon in the implementation of recruitment experienced several obstacles, including PT. Sepakat Kerja Sejahtera Cilegon has not been able to optimize the use of advertisements in mass media, both print and electronic media, to broadly attract potential applicants who meet the qualification requirements needed And there are still many job seekers who do not know the information on job vacancies at PT. Sepakat Kerja Sejahtera Cilegon.**

**Suggestions that researchers can put forward, namely preferably PT. Sepakat Kerja Sejahtera Cilegon further improves the recruitment system especially for the publication of job vacancies information, so that the work productivity of employees will increase based on the appropriate indicators.**

**Keywords: Recruitment and Employee Productivity**