***ABSTRACT***

*This study aims to test and analyze the selection and placement of the performance of new employees at the market management service company PT. Propindo Mulia Utama Bogor.*

*The method used in this study is a quantitative research method with a descriptive and verification approach. The sample in this study was obtained by the saturated sample method. Based on the existing criteria, 46 respondents became the research sample. The data used is primary data. The data analysis technique used is descriptive analysis, verification analysis consisting of classical assumption test, multiple linear analysis, multiple correlation analysis, simultaneous determination coefficient, partial hypothesis testing and simultaneous testing with the help of SPSS 22 program.*

*The results of this study indicate that partially selection and placement affect the performance of new employees. Simultaneously Selection and Placement affect New Employee Performance The ability of the independent variable to explain the dependent variable is 66.5%, while the remaining 33.5% is explained by other variables outside this research model.*

***Keywords: Effectiveness of Information System Implementation, Use of Information Technology, Job Satisfaction, Individual Performance***