The effect of islamic selection, training and job rotation on employee performance PT Rampai Berkah Bersama

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Abstract: Human resources are the primary asset required to organize and manage a company. Therefore, companies must improve the quality of human resources through effective selection, training, and job rotation. This study aims to determine the effect of Islamic selection, training, and job rotation on employee performance at PT Rampai Berkah Bersama. A descriptive quantitative approach was used by distributing questionnaires to 73 employees, with data analyzed using multiple regression analysis through IBM SPSS. The results revealed that Islamic selection did not significantly affect employee performance, as indicated by a T value of 0.454 (probability value of 0.651) compared to the T table value of 0.230. However, training significantly impacted employee performance, shown by a T value of 4.081 (probability value of 0.000), and job rotation also significantly influenced performance, with a T value of 5.478 (probability value of 0.000). Collectively, the independent variables (Islamic selection, training, and job rotation) positively and significantly affected employee performance. The study suggests that PT Rampai Berkah Bersama should optimize the selection process, especially during interviews and administrative stages, and enhance employee training and rotation to further improve performance.

Keywords: Islamic selection, training, job rotation.

Abstrak: Sumber daya manusia merupakan aset utama yang dibutuhkan untuk mengatur dan mengelola suatu perusahaan. Oleh karena itu, perusahaan harus meningkatkan kualitas sumber daya manusia melalui seleksi, pelatihan, dan rotasi pekerjaan yang efektif. Penelitian ini bertujuan untuk mengetahui pengaruh seleksi Islam, pelatihan, dan rotasi pekerjaan terhadap kinerja karyawan di PT Rampai Berkah Bersama. Pendekatan kuantitatif deskriptif digunakan dengan menyebarkan kuesioner kepada 73 karyawan, dengan data dianalisis menggunakan analisis regresi berganda melalui IBM SPSS. Hasil penelitian mengungkapkan bahwa seleksi Islam tidak berpengaruh signifikan terhadap kinerja karyawan, sebagaimana ditunjukkan oleh nilai T sebesar 0,454 (nilai probabilitas 0,651) dibandingkan dengan nilai T tabel sebesar 0,230. Namun, pelatihan berdampak signifikan terhadap kinerja karyawan, ditunjukkan oleh nilai T sebesar 4,081 (nilai probabilitas 0,000), dan rotasi pekerjaan juga memengaruhi kinerja secara signifikan, dengan nilai T sebesar 5,478 (nilai probabilitas 0,000). Secara kolektif, variabel independen (seleksi Islam, pelatihan, dan rotasi pekerjaan) secara positif dan signifikan memengaruhi kinerja karyawan. Penelitian ini menyarankan agar PT Rampai Berkah Bersama

mengoptimalkan proses seleksi, terutama pada tahap wawancara dan administrasi, serta meningkatkan pelatihan dan rotasi karyawan untuk lebih meningkatkan kinerja.

Kata Kunci: *Islamic selection, training, job rotation.*

Pendahuluan

Human Resources are the main resources needed to manage a company. Companies that have competent and productive employees will be capable of enhancing their output and competitiveness in the market. Therefore, companies need to take several initiatives to raise the calibre of their human resources, among which is created by selecting, training, and transferring employees.

One of the key elements in an organization's efforts to raise the calibre of its human resources is selection. The selection process determines who is fit to be an employee. According to Islam, people should be selected based on merit and fitness (Adrian & Anggraini, 2023).

A study from (Sulistiyani 2019) this explains how selection factors have a favourable or substantial impact on employee performance. Therefore, the Selection process is carried out properly and correctly to obtain qualified employees and can improve company performance. Islam highlights that political power, wealth, friendship, or familial ties do not factor into the selection of candidates; instead, merit and ability are taken into consideration (Hadjri et al. 2019).

In addition to selection employee placement is also one of the important factors considered by companies in improving human resources. Proper employee placement is very important in maximizing the potential possessed by employees, of course, it will also improve their performance in a job.

One strategy to raise the calibre of the company's human resources is through training. With Training, employees can gain the knowledge and skills needed to do their tasks more successfully and effectively. A study conducted by (Yulianita, 2020) shows that employee performance is significantly impacted by training. There is a problem that occurs today, namely: skills possessed by employees do not support the right skills in overcoming the challenges of industrialization therefore it is necessary to hold Training for employees.

In addition to selection, and training, job rotation is also a crucial part of the company's approach. Job rotation is the movement of employees from one work unit to another in an organization. Job rotation can be done for various reasons such as improving Employee Performance, providing new experiences, or meeting organizational needs. Several factors can influence job transfers, including Employee Performance, organizational needs and company management policies (Bakti 2022).

Not all companies that run the variables above have a positive relationship. Some companies are not in accordance by the function of the variables above, so that the performance of the company will decrease. One example is at PT XYZ Indonesia which is located in Medan. There is a mismatch in the recruitment process, namely the delay in the process of fulfilling the recruitment of prospective employees which takes more than 6 weeks. This is due to some prospective employees not meeting the criteria given by the PT (Nasution and Prasetya 2016). From these problems, researchers also found a mismatch in the functions of Selection, Training, and Job rotation on performance at PT Rampai Berkah Bersama. Drawing on the aforementioned description, the writers carried

out research under the following: "The Effect of Islamic Selection, Training and Job rotation on Employee Performance of PT Rampai Berkah Bersama"

Tinjauan pustaka

Islamic selection

Islamic selection is the process of reducing the number of candidates by hiring qualified, open and honest people. This keeps candidates away from the corruption, collusion and nepotism practices that are rife today (Rusdiana 2019). According to Islamic teachings, candidates selected for the position should come from individuals of high morals and meet the expected criteria.

In an Islamic perspective, Selection is the process of reducing the number of candidates by recruiting qualified people (Razimi, Romle, and Kamarudin 2017). Islam defines the Selection process based on job Selection based on five broad areas, which include competence, experience, assuming, responsibility, organizational suitability and reputation in society (Bhutta and Sabir 2019). The principle of Islamic Selection candidates is to compare the characteristics of the candidate with the criteria that the candidate possesses (Rusli and Mubarok 2021). In other words, the principle of Selection is to compare the candidate's capabilities for the position in question. In Islamic Selection, the indicators of Islamic Selection are embedded in three principles (Toumi and Su 2023), which are as follows:

a) Justice,

The principle of justice demands that everyone be treated equally without discrimination. Justice is also discussed in the Qur'anic verse which reads:

يا أيها الّذينَ امنوا كونوا قوّامين بالقسط شهداء لله ولوعلى انفسكم او الوالدين والأقربين ان يّكن غنيّا او فقيرا فالله اولى بهما فلا تتّبعوا الهوى ان تعدلوا وان تلوا اوتعرضوا فانّ الله كان بما تعملون خبيراً

Meaning: "O you who believe, be ye upholders of justice, bearing witness for Allah's sake, even against yourselves, or your parents and relatives. If he is rich or poor, then Allah will know better the benefit. So do not follow your lusts, so that you are unjust. And if you deviate or are reluctant (to uphold the truth), then surely Allah is well aware of what you do." (QS An-nisa: 135)

b) Selection based on competence,

This principle emphasizes that employee Selection must be based on the abilities and skills possessed by prospective employees. Allah said in his holy Qur'an:

و لقد فتنّا الذين من قبلهم فليعلمنّ الله الذين صدقوا وليعلمنّ الكذبين

Meaning: "And verily, we have tested those before them, so indeed Allah knows those who are truthful and indeed He knows those who lie." (QS Al Ankabut: 3)

c) Honesty.

The principle of honesty demands that recruiters must be honest and fair in performing their duties. This is also discussed in the Qur'an which consists of several verses that read:

ولا تلبسوا الحقّ بالباطل وتكتموا الحقّ وانتم تعملون

Meaning: "and do not confuse the right with the righteous, and do not hide the right, while you know" (QS Al Baqoroh: 42)

If a candidate is deemed inappropriate by the Selection committee, the reason for their refusal should be communicated with them so that they can consider improving their

abilities in the future. The Selection should be done wisely and responsibly according to the requirements required by the company and the final decision should be made based on the majority, not the luxury of the candidate

Training

Training is a brief educational procedure that employs a structured and methodical curriculum to teach non-managerial staff members work abilities. According to (Sahanggamu and Mandey 2014) the goal of training is to enhance an individual's or a group's competencies and productivity at work. The process of developing human resources about an employee's or an employee's ability or abilities about a position or job held in a firm or organization is called training. The functions of Training for employees are as follows:

a) Better Career Opportunities: An individual usually focuses more on career than work. The knowledge and skills gained from the Training program will add value to the employee.
b) Motivation: Performance improvement is the result of Training programs. A kind of motivation for individuals that encourages them to work better than they used to and contribute to the success of the organization.
c) Face challenges: If a person gets enough Training, then the person can handle the stuasi or problems faced by him.
d) Industrial safety: Training also functions in reducing the number of accidents during the work process, of course, with employees understanding equipment or also various machinery.
e) Up to Date technology: Training programs held by companies can help employees to stay up to date on technological developments or changes.

According to (W. M. Sari 2018) Training indicators are: (1) Identification, (2) Motivation, (3) Learning environment, (4) Application, (5) methods and Outcomes.

Job rotation

Job rotation, according to Fahmi in Chaerunnisa (W. M. Sari 2018) is a job transfer from one job to another having the intention of enhancing worker abilities so they can comprehend each task in the company environment. Job rotation is a method used to reduce boredom in employee routines; every company usually has rules about employee rotation times. Some take place periodically and some do not take place periodically (Aini and Tulus 2015). Job rotations alone help employees become better able to multitask.

Job rotation are of five types based on their purpose (Aini and Tulus 2015), namely:

a) Production switcher: switching the duties of an employee from one section to another horizontally because the need for work increases or due to retirement, dismissal of employees.
b) Repositioning switchers: Switching the duties of a long-time employee to another position horizontally to create more job openings
c) remedial transfer: transfer of an employee's assignment to another position or job, whether the job is the same or not, at the request of the employee concerned

d) Transfer Shift: horizontal switching of duties of an employee from one group to another. This means that the work remains the same but the working hours are different.

e) Versality Transfer: Transfer the assignment of an employee to a position or other job horizontally so that the employee concerned can perform work or be an expert in various fields of work.

Indicators of Job rotation are as follows (Helena Carolinda Dua Mea 2022); Ability: the way employees complete their work. Productivity: the ratio between the results achieved and the contribution of labor. Knowledge: the best way employees can work and contribute according to the wishes of the company. Boredom or saturation: imbalance between employees, coworkers, teams, and supervisors. Punishment or sanctions.

Job performance

The word "performance" is derived from "job performance". So, Performance is defined as the amount and caliber of work completed by a person while doing their job in line with the tasks assigned to them by their superiors (Tsauri 2014). Employee Performance is the result of person's work doing the work given to him and reaching his professional objectives. Employees work well also they can work well and do a good job. Performance reviews from employees are one of the things that decide an organization can achieve its goals. Performance improvement cannot be achieved without a good manager or manager who can drive organizational efforts to improve performance (N. R. Silaen et al. 2021). According to Robbins in Novia (N. Silaen et al. 2021), there are six indicators can be used to measure Employee Performance. Among them are as follow:

a) Quality of work: The amount completed in units and the activity cycle completed is the amount completed in units.

b) Quantity of work: The amount shown in units and the completed activity cycle is the amount shown in units.

c) Punctuality: doing tasks with the right time and maximizing time for other tasks.

d) Effectiveness: improving the results of each unit of resource use by maximizing organizational resources.

e) Commitment: the degree to which a worker can perform his duties for the organization or company.

Hypothesis

1. The effect of Islamic Selection on the Employee Performance of PT. Rampai Berkah Bersama

   H_0: There is no effect of Islamic Selection on the Employee Performance of PT. Rampai Berkah Bersama

   H_1: There is an effect of Islamic Selection on the Employee Performance of PT. Rampai Berkah Bersama

2. The effect of Training on Employee Performance of PT Rampai Berkah Bersama

   H_0: There is no effect of Training on the Employee Performance of PT. Rampai Berkah Bersama

   H_1: There is an effect of Training on the Employee Performance of PT. Rampai Berkah Bersama.

3. The Effect of Job rotation on the Employee Performance of PT. Rampai Berkah Bersama

H_0: There is no effect of job mutation on the Employee Performance of PT. Rampai Berkah Bersama

H_1: There is an effect of Job rotation on the Employee Performance of PT. Rampai Berkah Bersama.

4. The simultaneous effect of Islamic selection, training, and job rotation on the employee performance PT. Rampai Berkah Bersama

H_0: There is no simultaneous Effect of Islamic selection, training and job rotation on the employee performance PT Rampai Berkah Bersama

H_1: There is a simultaneous effect of Islamic selection, training and job rotation on employee performance PT Rampai Berkah Bersama.

Methods

The research was conducted by using quantitative methodology grounded in the positivist philosophy. Research is conducted on specific populations and samples, and data is gathered using research equipment. The hypothesis that has been determined is tested through quantitative or statistical data analysis. Utilizing main data gathering methods in this investigation. Researchers employ the questionnaire approach to ascertain how employee performance is impacted by Islamic Selecting, training, and job rotation at PT. Rampai Berkah Bersama.

Primary data for this study was gathered by asking respondents to complete questionnaires on the issues under investigation, including the Impact of Islamic Selection, Training, and Job rotation on Employee Performance at PT. Rampai Berkah Bersama.

The study's population comprised all employees of PT. Rampai Berkah Bersama which is used as a place of research by researchers. A population is defined as a generic region made up of items or persons with known characteristics from which inferences are made (Sugiyono 2013). Therefore, all of the study's participants are workers of PT Rampai Berkah Bersama which amounts to 90 people. The sample used Slovin formula which amount 73 peoples. This research used a data analysis methods using SPSS Software.

Result and discussion

Data analysis

Below you can see the profile of respondents who participated in this research. Respondent profiles are classified based on gender and position.

Table 1. Profile Respondent

Gender	Frequency	Percentage
Male	63	86%
Female	10	14%
Position	**Frequency**	**Percentage**
Crew Store	47	64%
Leader	11	15%

Cashier	7	10%
Warehouse Staff	8	11%
Total	**73**	**100%**

Source: *Results of data tabulation processed by researchers (November 2023)*

Considering the above Table, all respondents were men and women with a total of 63 people or 86% men and women totaling 10 people or 14% with a total of 73 people or 100%. Than, the majority of respondents who filled out the questionnaire distributed were Crew Store with a frequency of 47 people or 64%. Leader with a frequency of 11 people or 15%. Warehouse staff at a rate of 8 people, or 11%. Cashier at a rate of 7 people or 10%. With a total of 73 respondents or 100%.

Validity test

A test designed to ascertain if a measuring device is legitimate is known as a validity test. The question of the question in the questionnaire serves as the measuring device in this instance. Model guidelines are declared valid if their significance level (sig.2 tailed) is greater than r Table 5% (0.05) (Janna and Herianto 2021) To test validity, the test sample used was 73 respondents, with a degree of freedom of (dn) = 73-2 = 71 with alpha = 5% (0.05) with a level of significance (2 tailed). Therefore, the r value of Table is 0.230.

After testing the validity value, it was found that the item that did not meet the requirements, namely X3.2.1, had a value below 0.230 which indicated that the item was invalid. Therefore the invalid item is deleted. The validation value is generated after the elimination process as shown below:

Table 3. Validation Table

Question Item	r Count	r Table	Description
Islamic Selection (X1)			
X1.1.1	0,701	0,230'	Valid
X1.1.2	0,710'	0,230'	Valid
X1.1.3	0,705	0,230'	Valid
X1.2.1	0,689	0,230'	Valid
X1.2.2	0,694	0,230'	Valid
X1.2.3	0,669	0,230'	Valid
X1.3.1	0,492	0,230'	Valid
X1.3.2	0,703	0,230'	Valid
X1.3.3	0,592	0,230'	Valid
Training (X2)			
X2.1.1	0,582	0,230'	Valid
X2.1.2	0,730'	0,230'	Valid
X2.1.3	0,676	0,230'	Valid
X2.2.1	0,658	0,230'	Valid
X2.2.2	0,667	0,230'	Valid
X2.2.3	0,690'	0,230'	Valid
X2.3.1	0,405	0,230'	Valid
X2.3.2	0,336	0,230'	Valid
X2.3.3	0,503	0,230'	Valid
X2.4.1	0,559	0,230'	Valid
X2.4.2	0,652	0,230'	Valid

X2.4.3	0,591	0,230'	Valid
X2.5.1	0,629	0,230'	Valid
X2.5.2	0,600'	0,230'	Valid
X2.5.3	0,637	0,230'	Valid
Job rotation (X3)			
X3.1.1	0,487	0,230'	Valid
X3.1.2	0,652	0,230'	Valid
X3.1.3	0,623	0,230'	Valid
X3.2.2	0,602	0,230'	Valid
X3.2.3	0,585	0,230'	Valid
X3.3.1	0,649	0,230'	Valid
X3.3.2	0,776	0,230'	Valid
X3.3.3	0,606	0,230'	Valid
X3.4.1	0,699	0,230'	Valid
X3.4.2	0,657	0,230'	Valid
X3.4.3	0,668	0,230'	Valid
X3.5.1	0,515	0,230'	Valid
X3.5.2	0,594	0,230'	Valid
X3.5.3	0,538	0,230'	Valid
Employee Performance(Y)			
Y.1.1	0,488	0,230'	Valid
Y.1.2	0,597	0,230'	Valid
Y.1.3	0,489	0,230'	Valid
Y.2.1	0,561	0,230'	Valid
Y.2.2	0,572	0,230'	Valid
Y.2.3	0,608	0,230'	Valid
Y.3.1	0,641	0,230'	Valid
Y.3.2	0,515	0,230'	Valid
Y.3.3	0,594	0,230'	Valid
Y.4.1	0,702	0,230'	Valid
Y.4.2	0,513	0,230'	Valid
Y.4.3	0,556	0,230'	Valid
Y.5.1	0,396	0,230'	Valid
Y.5.2	0,544	0,230'	Valid
Y.5.3	0,612	0,230'	Valid

Source: *SPSS data Processing results (November, 2023)*

Table above demonstrates that all indicators have values greater than the r Table value of each construct variable is 0,230, indicating that all indicators have been verified. So, it can be concluded that the above statement items contained in the questionnaire are declared valid, and the above-mentioned query types can be a precise means of gathering data for a study.

Reliability test

Reliability test, which is to test the consistency of the measuring instrument, whether the results remain consistent if the measurement is repeated. The reliability test that is widely used in research is using the Cronbach Alpha method. An item is considered

reliable if its total score is greater than 0.70. The following is the presentation of reliability test data:

Table 3. Reliability test

No	Variables	N of items	Cronbach's alpha	Description
1	Islamic Selection (x1)	9	0,838	Reliable
2	Training (x2)	15	0,860'	Reliable
3	Job rotation (x3)	14	0,873	Reliable
4	Employee Performance(y)	15	0,842	Reliable

Source: *SPSS Data Processing results (November, 2023)*

Table above shows that the Cronbach alpha value of each variable > 0.70. So it can be concluded that all variables are declared reliable. This indicates that each statement item used will have the ability to collect consistent data, meaning that the answer to each resubmitted statement will be proportional to the previously given answer.

Descriptive Statistic

Table 4. Descriptive statistic

	N	Min	Max	Mean	Std. Deviation
Islamic Selection	73	27	45	36,81	5,233
Training	73	40'	75	63,10'	6,957
Job rotation	73	42	70'	56,37	7,503
Employee Performance	73	52	75	64,27	5,914
Valid N (list wise)	73				

Source: *SPSS data processing results (November 2023)*

In the table above, it can be seen that the Islamic Selection variable has the lowest value of 27 and the highest value of 45 with an average value of 36.81 and a standard deviation of 5.23. The Training variable has a low value of 40 and a highest value of 75 with an average of 63.10 and a standard deviation of 6.95. The Job rotation variable has a lowest value of 42, a highest value of 70, with an average of 56.37 and a standard deviation of 7.50. The Employee Performance variable has the lowest value of 52, the highest value of 75 with an average of 64.27 and the standard deviation is 5.91.

Classical assumption test

Normality test

There are 2 ways to find out if residuals have a normal distribution, namely through graph analysis and statistical tests (Ghozali 2018). Here are the findings of the normalcy test that was conducted in this study using graph analysis and Kolmogorov Smirnov's test:
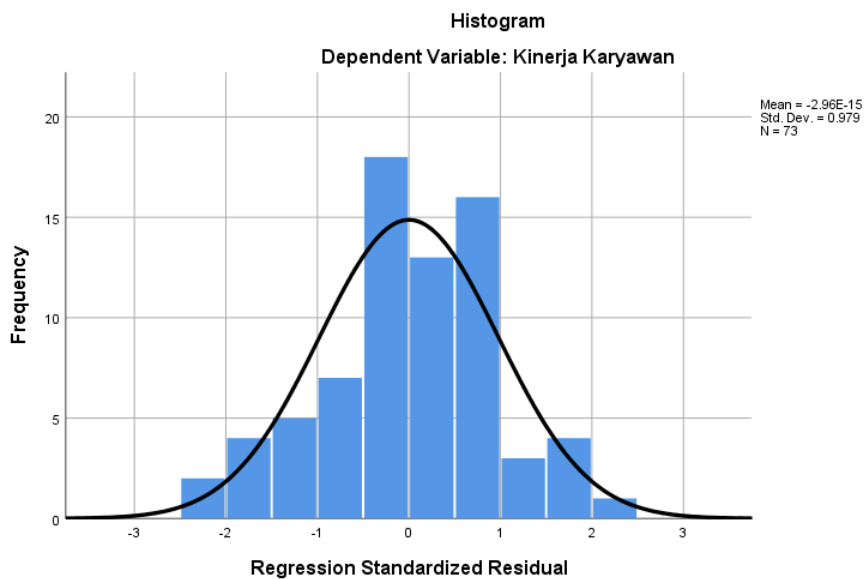
Figure 1. Results of the histogram
Source: *SPSS data processing results (November 2023)*

The standardized residual regression histogram is shown as having a bell-shaped curva in the above graphic. This indicates that the residual value is normally distributed or normal.
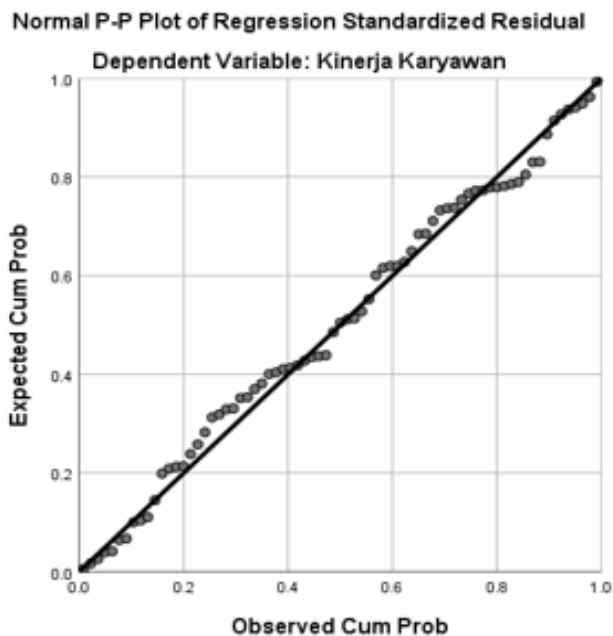

Figure 2. Results P Plot graph
Source: SPSS data processing results (November 2023)

The data (points) in the preceding image spread out around the diagonal line and follow its direction, indicating that the regression model satisfies the assumption of normalcy. Moreover, the normalcy test may also be performed using the Kolmogorov Smirnov Test in the manner described below:

Table 5. Kolmogorov- Smirnov test

		UnStandarized Residual
N		73
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	352.666.984
Most Extreme Differences	Absolute	.062
	Positive	.055
	Negative	-.062
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		

Source: *SPSS data processing results (November 2023)*

As can be observed from the preceding Table, the significance value (Asymp. Sig. 2-tailed) is 0.200. The normal distribution pattern is indicated by a significance value greater than 0.05, indicating that the regression model fulfills the normality assumption.

Multicollinearity test

Table 6. Multicollinearity test results

Coefficients[a]		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Job rotation	.666	1.500
Training	.521	1.918
Islamic Selection	.739	1.354
a. Dependent Variable: Employee Performance		

Source: *SPSS data processing results (November 2023)*

Based on the table above, in the "Collinearity Statistics" section, it is known that the tolerance value for the Islamic Selection (X1) variable is 0.739. The Training variable(X2) is 0.521. While the variable Job rotation (X3) is 0.666, and the result is greater than 0.10. Meanwhile, the VIF value for the Islamic Selection (X1) variable is 1.354. The Training variable (X2) is 1.918. The variable Job rotation (X3) is 1.500, less than 10.00 is the outcome. It may be inferred from the Multicollinearity test's decision-making framework that the regression model does not exhibit any Multicollinearity symptoms. From the test results above, there is no problem of multicollinearity based on several indicators, especially VIF and Tolerance, so the test is said to be reliable or reliable.

Heteroscedasticity test

Table 7. Glejser Model heteroscedasticity test

Model		UnStandarized Coefficients		Sig.
		B	Std. Error	
1	(Constant)	2.935	2.531	.250
	Job rotation	-.080	.041	.054
	Training	.074	.050	.145
	Islamic Selection	-.008	.056	.889

Source: *SPSS data processing results (November 2023)*

The aforementioned table illustrates the significant value of every independent variable, namely Islamic Selection, Training, and Job rotation are all above the confidence level of 5% or 0.05 so that it is possible to conclude that heteroscedasticity is absent from the regression model.

Multiple linear regression analysis

A functional link between two or more predictor factors and response variables may be ascertained or the influence of two or more predictor variables on response variables can be predicted using multiple regression analysis, an advancement of basic regression analysis. All assumptions about multiple regression apply to simple regression as well (Nurfitri, Imi, and Naomi 2020). Based on the data presented earlier, after that, it will be examined using the SPSS program to ascertain the quantity of influence of Islamic Selection, Training and Job rotation variables on PT Rampai Berkah Bersama Employee Performance variables. The table below displays the outcomes of using SPSS for data management:

Table 8. Multiple Linear Analysis results

Coefficients[a]						
Model		UnStandarized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.527	4.276		4.566	.000
	Islamic Selection	.043	.094	.038	.454	.651
	Training	.345	.085	.406	4.081	.000
	Job rotation	.380	.069	.482	5.478	.000
a. Dependent Variable: Employee Performance						

Source: *SPSS data processing results (November, 2023)*

The regression equation findings that were derived based on the preceding table are as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e \tag{1}$$
$$Y = 19.527 + 0{,}043X1 + 0{,}345X2 + 0{,}380X3 + e$$

Description

Y = Employee Performance
X_1 = Islamic Selection
X_2 = Training
X_3 = Job rotation
B_1 = Islamic Selection coefficient
B_2 = Training coefficient
B_3 = Job rotation coefficient
e = Standard Error

Hypothesis test

T test (partial)

Table 9. T test result

Coefficients[a]			
Model		t	Sig.
1	(Constant)	4.566	.000
	Islamic Selection	.454	.651
	Training	4.081	.000
	Job rotation	5.478	.000
a. Dependent Variable: Employee Performance			

Source: *SPSS data processing results (November 2023)*

With the following discussion:

a)   The effect of Islamic Selection on Employee Performance
    H0 = There is no effect of Islamic Selection on Employee Performance
    H1 = There is an effect of Islamic Selection on Employee Performance
    The important examination of the Islamic Selection (X1) variable on Employee Performance obtained the result ρ value = 0.651 greater than the significant Standard value of Alpha 0.05. While the table t value = 0.230 and the calculated t value is 0.454. This findings suggest that the Islamic Selection variable has little bearing on the Employee Performance of PT Rampai Berkah Bersama. Consequently, it may be said that H0 is approved and H1 is rejected.

b)   The effect of Training on Employee Performance
    H0 = There is no effect of Training on Employee Performance
    H1 = There is an effect of Training on Employee Performance
    The Significant Variable Training (X2) test on Employee Performance obtained the result of the value ρ value = 0.000 smaller than the standard value of significant of alpha 0.05. While the table t value = 0.230 and the calculated t value is 4.081. It is possible to infer from this findings that the Training variable influences the Employee Performance of PT Rampai Berkah Bersama. Consequently, it may be said that H0 is rejected and H1 is accepted.

c) The Effect of Job rotation on Employee Performance

        H0 = There is no effect of Job rotation on Employee Performance

        H1 = There is an effect of Job rotation on Employee Performance

The Significant Test of Variable Job rotation (X3) on Employee Performance obtained the result of the value ρ Value = 0.000 smaller than the standard significant of alpha 0.05. While the table t value = 0.230 and the calculated t value is 5.478. This findings suggest that the job rotation variable influences the employee performance of PT Rampai Berkah Bersama. Consequently, it may be said that H0 is rejected and H1 is accepted.

F test (simultaneous)

Table 10. F test results (simultaneous)

ANOVAᵃ		
Model	F	Sig.
Regression	41.686	.000ᵇ
1 Residual		
Total		
a. Dependent Variable: Employee Performance		
b. Predictors: (Constant), Job rotation , Islamic Selection, Training		

Source: *SPSS data processing results (November 2023)*

The computed F value that was derived using the preceding Table is 41.686 greater than the F Table (0.230) with a significance level of < 0.005, which is 0.000. The hypotheses proposed are as follows:

H0 = Islamic Selection, Training and Job rotation simultaneously have no significant effect on Employee Performance.

H1 = Islamic Selection, Training and Job rotation simultaneously Have a Positive Effect on Employee Performance.

Based on the test results above, the F test results can be known that the calculated F value is 41.686 and the significance of F is 0.000. So Sig F is smaller than the standard value of 0.05 or F count > F Table (41.686 > 0.230). This shows that simultaneously all independent variables namely Islamic Selection, Training, and Job rotation has a favorable and noteworthy impact on the employee performance of PT Rampai Berkah Bersama. Consequently, it may be said that H0 is rejected and H1 is accepted.

Test Coefficient of Determination (R square)

Table 11. Results of the coefficient of determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.803ª	.644	.629	3.603

a. Predictors: (Constant), Job rotation , Islamic Selection, Training

Source: *SPSS data processing results (November 2023)*

The coefficient of determination, or R Square, value for tilapia of 0.629. This means, the ability to explain the independent variable to the dependent variable is 62.9% whereas the remainder of 37.1% is elucidated by factors other than the 3 independent variables including those included in this research variable.

Discussion

The effect of islamic selection on employee performance PT Rampai Berkah Bersama

This study demonstrates that Islamic Selection factors does not have a somewhat meaningful impact on Employee Performance. With significance that is the value of ρ Value = 0.651 is greater than the standard value of 0.05. While the table t value = 0.230 and the calculated t value is 0.454. PT Rampai Berkah Bersama has carried out Islamic selection, but there are several things that happened in the selection process for prospective employees at PT Rampai Berkah Bersama, including many prospective employees who resigned, there are still some prospective employees who are dishonest in the selection process (interview and administration). Did not attend the interview session. This is indicated by the Islamic Selection of PT Rampai Berkah Bersama Employees having no effect on the Performance of PT Rampai Berkah Bersama Employees. The findings of this investigation conflict with those of previous studies carried out by (Poernomo and Hartono 2019). entitled "The Effect of Recruitment and Selection of employees of PT Telkom Indonesia, Tbk Sidoarjo branch", it claims that selection characteristics have a major impact on employee performance. Consequently, it may be said that the Islamic Selection variable has no bearing on the Employee Performance of PT Rampai Berkah Bersama.

Effect of training on employee performance of PT Rampai Berkah Bersama

Training is a brief training program that teaches non-managerial staff members work skills through a methodical and structured approach (Sahanggamu and Mandey 2014) Training is a strategy used to improve human resources about workers' capacity for work once they have held a certain job within an organization. This study demonstrates a noteworthy impact, namely the outcome of ρ value = 0.000 is less than the average value of 0.05. While the table t value = 0.230 and the calculated t value is 4.081. So every

training held by PT Rampai Berkah Bersama will positively affect Employee Performance by 4,081.

The effect of job rotation on employee performance PT Rampai Berkah Bersama

Job rotation is the practice of switching between jobs to help employees develop their abilities and have a better understanding of each position within the organization. Job rotation is one way used to reduce boredom in employee routines. This study demonstrates that there is a noteworthy impact, namely the value of ρ Value = 0.000 is not as large as the typical 0.05. While the table t value = 0.230 and the calculated t value is 5.478. So every Job rotation carried out by PT Rampai Berkah Bersama will affect Employee Performance by 5,478. The findings of other studies corroborate the findings of this one from (M. Sari and Arianto 2020) entitled "The Effect of Rotation and Job rotation on Employee Performance of Ptpn 7 Bengkulu branch", which claims that job rotation and mutation has a favorable impact on worker performance. Thus, it can be said that there is a considerable impact of the variable Job rotation on Employee Performance.

The Effect of Islamic Selection, Training and Job rotation on Employee Performance

This investigation demonstrates that if all independent variables (Islamic Selection, Training and Job rotation) there is a significant influence, namely using the F test findings, it is evident that the computed F value is 41.686 and F significance is 0.000. Hence, Sig F is less than the mean of 0.05 or F count > F Table (41.686 > 0.230). So it is concluded that H1 in this study is accepted and rejects H0 in other words Independent Variables (Islamic Selection, Training and Job rotation) Possess a notable and concurrent impact on the Employee Performance of PT Rampai Berkah Bersama.

Conclussions

The researchers derive the following findings from their research on the impact of Islamic selection, training, and job rotation on employee performance based on the results of their data analysis and discussion:

1. Islamic Selection variables do not have a major impact on how well employees perform of PT Rampai Berkah Bersama. Which means that every time Islamic selection is applied, it will not impact workers' performance of PT Rampai Berkah Bersama.
2. The employee's performance is significantly improved by the training variable of PT Rampai Berkah Bersama. Which means that every training held by PT Rampai Berkah Bersama can enhance performance of PT Rampai Berkah Bersama employees.
3. The Job rotation variable has a significant positive affect on the performance of employees of PT Rampai Berkah Bersama. Which means that if employee rotation is carried out, it can positively affect the performance of employees of PT Rampai Berkah Bersama.

4. If all variables (Islamic Selection, Training, and Job rotation) combined have a positive influence on the Employee performance of PT Rampai Berkah Bersama, wich means that Islamic Selection, Training and Job rotation are implemented by PT Rampai Berkah Bersama, it can positively affect the Employee performance of PT Rampai Berkah Bersama.

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