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**FACULTY OF HOTEL AND TOURISM MANAGEMENT**

**HTM655 UNDERGRADUATE PROJECT**

**EFFECTS OF RECRUITMENT & SELECTION PROCESS ON  
EMPLOYEE PERFORMANCE IN HOTEL INDUSTRY**

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## **ABSTRACT**

The study investigated the effect of recruitment and selection on employee performance in the hospitality industry in this world. In order to find the most suitable employee during the process of procurement, an effective of recruitment practices should be applied. The most suitable employee very important in hospitality industry that will enable the hospitality business to achieve their organizational objectives that is pertinent to this research study. Argumentative research were applied in this study in order to understand about a certain problem that already known in the literature. The researchers need to study others previous researches in order to collect data. The objectives for this study are to identify the recruitment and selection process used and to determine the effectiveness of recruitment and selection practices towards employee performance. Independent variable in this study is recruitment and selection practice that consists of job analysis, recruitment & selection process and sources of recruitment. Based on previous research, the variables have relationship towards employee performance. The importance of this study is to ensure the recruitment and selection practice will be improve continuously to sustain the employee performance in future because of the rapidly changes of technology and globalization of business.

**Keywords:***Recruitment process, selection process, appraisal system and employees' performance.*

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