

## ABSTRACT

*One way to find quality human resources and in accordance with the qualifications is to require an effective recruitment process to support employee productivity which will affect the image of a company. This research was conducted to determine the effect of recruitment process on employee performance through knowledge sharing as an intervening variable at Plaza Telkom Ciamis.*

*This research uses a quantitative method with a descriptive-causality research type. Sampling was carried out using the probability sampling method of simple random sampling, with a total of 67 respondents. The data analysis technique used is descriptive analysis and Partial Least Square-Structural Equation Model (PLS-SEM) with the SmartPLS 3.2 analysis tool.*

*The results of this analysis indicate that there is a positive and significant relationship between recruitment process and employee performance, recruitment process and knowledge sharing, knowledge sharing and employee performance, as well as an indirect relationship between recruitment process and employee performance through knowledge sharing. So to improve employee performance, the application of recruitment process and knowledge sharing needs to be improved at Plaza Telkom Ciamis.*

**Keywords:** *Recruitment Process, Employee Performance, Knowledge Sharing, Plaza Telkom Ciamis*