

**THE EFFECT OF HUMAN RESOURCE PROCUREMENT, MOTIVATION
AND WORK SUPERVISION ON WORK PRODUCTIVITY WITH SOFT
SKILLS AND SOCIAL RELATIONS AS INTERVENING VARIABLES
ON EMPLOYEES OF PDAM TIRTA SILAU PIASA,
ASAHAN DISTRICT**

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This research aims to investigate the influence of labor procurement, supervision, and motivation on the development of soft skills, social relations, and employee productivity at PDAM Tirta Silau Piasa, Asahan Regency. The population in this study consisted of all employees at PDAM Tirta Silau Piasa, Asahan Regency, totaling 184 people. Furthermore, the sampling technique used was saturated sampling, so that the number of samples was 184 people who were employees of PDAM Tirta Silau Piasa, Asahan Regency. This research approach is quantitative, utilizing primary data collected through the distribution of questionnaires. Data analysis utilizes SmartPLS structural equation modeling. The results of this research show that the direct procurement of IT human resources is significant for soft skills. Furthermore, social relationships do not directly influence motivation and supervision. Furthermore, indirectly, social relations do not have a significant role in mediating human resource procurement, motivation, and supervision of work productivity. Meanwhile, soft skills have a significant role in mediating human resource procurement, motivation, and supervision of work productivity.

Key words: *HR, motivation and supervision, soft skills, social relations, work productivity*

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