

ABSTRAK

**PENGARUH PRAKTEK MANAJEMEN SUMBER DAYA MANUSIA TERHADAP
KINERJA KARYAWAN**

Studi pada Hotel Santika Premiere Jogja

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Yogyakarta

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Penelitian ini bertujuan untuk mengetahui praktek manajemen sumber daya manusia yang terdiri dari: perencanaan SDM, perekrutan, pelatihan dan pengembangan kompensasi, manajemen kinerja, hubungan antar karyawan terhadap kinerja karyawan. penelitian ini dilakukan pada bulan April-Mei 2020 pada Hotel Santika Premiere Jogja.

Teknik sampling dalam penelitian ini menggunakan *purposive sampling*. Jumlah responden sejumlah 35 yang rata-rata telah bekerja 1 tahun atau lebih. Teknik analisis data yang digunakan adalah regresi linier berganda, uji t dan uji f. Teknik analisis data menggunakan data primer dan sekunder yang diolah menggunakan Ms. Excel dan SPSS 26.

Hasil penelitian menunjukkan bahwa: 1). Perencanaan SDM tidak berpengaruh terhadap kinerja karyawan, 2) Perekrutan tidak berpengaruh terhadap kinerja karyawan, 3) Pelatihan dan pengembangan tidak berpengaruh terhadap kinerja karyawan, 4) Kompensasi tidak berpengaruh terhadap kinerja karyawan, 5) Manajemen kinerja berpengaruh terhadap kinerja karyawan, 6) Hubungan antar karyawan tidak berpengaruh terhadap kinerja karyawan, 7) Perencanaan SDM, Perekrutan, Pelatihan dan pengembangan, Manajemen kinerja, Hubungan antar karyawan dilakukan secara bersama-sama agar dapat meningkatkan kinerja karyawan.

Kata kunci: perencanaan SDM, perekrutan, pelatihan dan pengembangan kompensasi, manajemen kinerja, hubungan antar karyawan

ABSTRACT

**THE INFLUENCE OF HUMAN RESOURCES MANAGEMENT PRATICE ON
EMPOYEE PERFORMANCE**

A Study on Employees at Santika Premiere Hotel, Jogja

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2020

This research aims to to know the influence of human resources management practice on employee performance. The human resources management practice observed in this research included human resource planning, recruitment, training and compensation development, performance management, and employee relation. This research was conducted from April to May, 2020 at Santika Premiere Hotel, Jogjakarta.

The sampling technique used in this study was a purpose samping technique. The number of respondents was 35 employees, who have worked for 1 year or more on average. Data analysis techniques used were multiple linear regression, t test and f test. The data which consist of primary and secondary data were processed withb MS. Excel and SPSS 26.

The results of this research showed that: 1). HR planning had no influence on employee performance, 2) recruitment had no influence on employee performance, 3) training and development had no infleunce on employee performance, 4) compensation had no influence on employee performance, 5) performance management influenced employee performance, 6) relationships between employees did not influence employee performance, 7) HR planning, recruitment, training and development, performance management, relationships between employees should be done simultaneously in order to improve employee performance.

Keyword : human resource planning, recruitment, training and compensation development, performance management, employee relations with employee performance