

ABSTRAK

PENGARUH REKRUTMEN, SELEKSI DAN PENEMPATAN KERJA TERHADAP KINERJA KARYAWAN (Studi pada PT. Ezra Mekanikal Struktural)

Willy Arvino
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui pengaruh rekrutmen, seleksi dan penempatan kerja terhadap kinerja karyawan pada PT. Ezra MekanikalStruktural. Jenis penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengambilan sampel menggunakan sampel jenuh dimana semua populasi karyawan digunakan sebagai sampel. Sampel dalam penelitian ini sebanyak 42 responden. Teknik pengambilan data yang digunakan yaitu kuesioner. Teknik pengujian instrument dalam penelitian ini yaitu uji validitas, uji reliabilitas. Metode analisis data menggunakan teknik uji asumsi klasik, uji heterokedastisitas, uji multikolinearitas, uji t, dan uji koefisien determinasi. ini menunjukan bahwa: rekrutmen, seleksi dan penempatan kerja secara parsial berpengaruh terhadap kinerja karyawan PT. Ezra Mekanikal Struktural.

Kata Kunci: Rekrutmen, Seleksi, Penempatan Kerja, Kinerja Karyawan.

ABSTRACT

THE INFLUENCE OF RECRUITMENT, SELECTION AND JOB PLACEMENT ON EMPLOYEE PERFORMANCE (A Study at PT. Ezra Mekanikal Struktural)

Willy Arvino Sanata
Dharma University
Yogyakarta
2022

This study aims to determine the influence of recruitment, selection and job placement on employee performance at PT. Ezra Mekanikal Struktural. This research is a quantitative descriptive study. The sampling technique used in this study is saturation sampling technique where the entire population which consists of all employees of the company are taken as a sample. The number of the sample in this study is 42 respondents. The data collection technique used a questionnaire. The instrument testing technique in this study is validity and the reliability tests. Data were analyzed using the classical assumption test technique, heteroscedasticity test, multicollinearity test, t-test, and the coefficient of determination. The result of the study indicates: 1) recruitment partially influences the employee's performance of PT. Ezra Mekanikal Struktural. 2) selection and job placement partially influences the employee's performance of PT. Ezra Mekanikal Struktural.

Keywords : Recruitment, Selection, Job Placement, Employee Performance.