

ABSTRAK

Tujuan penelitian ini adalah (1) untuk menguji dan menganalisis pengaruh rekrutmen terhadap kinerja pegawai (2) Menganalisis seleksi terhadap kinerja pegawai, dan (3) Menganalisis penempatan pegawai. Pengumpulan data dilakukan melalui observasi, penyebaran angket dan wawancara. Metode yang digunakan dalam penelitian ini adalah deskriptif (kualitatif) dan verifikatif (kuantitatif), sedangkan data dianalisis menggunakan Structural Equation Modeling (SEM) dengan versi Smart PLS. 3.2.9 program. Hasil penelitian ini menunjukkan bahwa rekrutmen berpengaruh positif dan signifikan terhadap kinerja dengan nilai thitung $>$ ttabel ($5,705 > 1,996$) pada taraf signifikansi $0,000 < 0,05$ yang berarti H_0 ditolak dan H_1 diterima. Selanjutnya seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan secara parsial dengan nilai thitung $>$ ttabel ($3,309 > 1,996$) pada taraf signifikansi $0,001 < 0,05$. Artinya H_0 ditolak dan H_2 diterima. Penempatan berpengaruh positif dan signifikan terhadap kinerja dengan nilai thitung $>$ ttabel ($4,907 > 1,996$) pada taraf signifikansi $0,000 < 0,05$. Artinya H_0 ditolak dan H_3 diterima. Secara teoritis, hasil penelitian ini memberikan sumbangsih bagi khasanah pengetahuan khususnya dalam bidang pengembangan kompetensi sumber daya manusia yaitu kinerja pegawai.

Kata Kunci : Rekrutmen, Seleksi, Penempatan, Kinerja

ABSTRACT

The objectives of this study are (1) to examine and analyze the effect of recruitment on employee performance (2) To analyze the selection of employee performance, and (3) To analyze the placement of employees. The data was collected through observation, distributing questionnaires and interviews. The method that has been used in this research was descriptive (qualitative) and verification (quantitative), while the data was analyzed using a Structural Equation Modeling (SEM) with the Smart PLS version 3.2.9 program. The results of this study indicate that recruitment has a positive and significant effect on performance by $t_{count} > t_{table}$ ($5.705 > 1.996$) at a significance level of $0.000 < 0.05$, meaning that H_0 is rejected and H_1 is accepted. Next, the selection has a positive and significant effect on employee performance partially by $t_{count} > t_{table}$ ($3.309 > 1.996$) at a significance level of $0.001 < 0.05$. It means that H_0 is rejected and H_2 is accepted. Placement has a positive and significant effect on performance by $t_{count} > t_{table}$ ($4.907 > 1.996$) at a significance level of $0.000 < 0.05$. It means that H_0 is rejected and H_3 is accepted. Theoretically, the results of this study contribute to the repertoire of knowledge, especially in the field of developing human resource competencies, namely employee performance.

Keyword : Recruitment, Selection, Placement, Performance