

ABSTRAK

Menik Sri Wulandari (1001243), “Pengaruh Rekrutmen dan Seleksi Terhadap Kinerja Karyawan Bagian Produksi di PT. Garuda Mas Semesta Cimahi”. Di bawah bimbingan Rofi Rofaida, SP. M.Si.

Penelitian ini bertujuan untuk mengetahui gambaran mengenai rekrutmen, seleksi, kinerja serta bagaimana pengaruh rekrutmen dan seleksi terhadap kinerja karyawan pada PT. Garuda Mas Semesta.

Penelitian ini menggunakan metode deskriptif dan verifikatif. Populasi berjumlah 476 orang. Teknik analisis yang digunakan adalah koefisien korelasi *pearson product moment* dan analisis regresi berganda. Pengujian hipotesis dengan menggunakan uji t-test untuk melihat pengaruh parsial.

Hasil penelitian menunjukkan bahwa rekrutmen, seleksi, dan kinerja berada pada kategori sedang. Dari hasil perhitungan korelasi menunjukkan hubungan yang rendah antara rekrutmen terhadap kinerja yaitu sebesar 0,372. Kemudian antara seleksi dan kinerja menunjukkan hubungan yang sedang yaitu sebesar 0,510.

Hasil perhitungan analisis regresi berganda menunjukkan bahwa rekrutmen dan seleksi memberikan pengaruh sebesar 27%, sedangkan sisanya sebesar 73% dipengaruhi oleh faktor yang tidak diteliti.

Kata kunci: Rekrutmen, Seleksi, Kinerja Karyawan

ABSTRACT

Menik Sri Wulandari (1001243), “The Influence of Recruitment and Selection towards Production Employees Performance in PT. Garuda Mas Semesta Cimahi”. Under the guidance of Rofi Rofaida, SP. M.Si.

This research aims to describe recruitment, selection, employees performance and influence of recruitment and selection towards production employees performance in PT. Garuda Mas Semesta Cimahi.

This research uses descriptive and verification methods. Population of 476 respondents. The analysis technique used is the Pearson product moment correlation coefficient and multiple regression analysis. Hypothesis testing using t-test to see the effect of partially.

The result of the study shows that recruitment, selection, and employees performance are in the middle category. Calculation result of correlation between recruitment and employees performance is low relationship is about 0,371. Then between selection and employees performance is a middle relationship is about 0,510

Multiple regression analysis of the calculation result obtains the influence of recruitment and selection on employees performance is 27% while the remaining 73% is influenced factor unexamined.

Key word: Recruitment, Selection, Employees Performance