

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh rekrutmen dan penempatan kerja terhadap kinerja karyawan di PT Agro Tani Bersama. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 60 responden. Metode analisis data dan uji hipotesis yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda, koefisien determinasi simultan dan koefisien determinasi parsial, uji hipotesis simultan dan uji hipotesis parsial.

Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara rekrutmen dan penempatan kerja terhadap kinerja karyawan pada PT Agro Tani Bersama secara simultan 23,6%, sedangkan secara parsial besarnya pengaruh rekrutmen terhadap kinerja karyawan sebesar 62,7%, dan penempatan kerja terhadap kinerja karyawan sebesar 42,5%.

Kata Kunci: Rekrutmen, Penempatan Kerja dan Kinerja Karyawan

ABSTRACT

This research aims to determine the effect of recruitment and job placement on employee performance at PT Agro Tani Bersama. The research method used was descriptive and verification method with a sample size of 60 respondents. The data analysis and hypothesis testing methods used are multiple linear regression analysis, multiple correlation analysis, simultaneous coefficient of determination and partial coefficient of determination, simultaneous hypothesis testing and partial hypothesis testing.

The results of the research show that there is a positive and significant influence between recruitment and job placement on employee performance at PT Agro Tani Bersama simultaneously at 23.6%, while partially the influence of recruitment on employee performance is 62.7%, and job placement on employee performance amounting to 42.5%.

Keywords: Recruitment, Job Placement and Employee Performance