ABSTRAK

Nur Cahaya, Tahun 2019. Pengaruh Proses Rekrutmen dan Seleksi Terhadap Kinerja Karyawan PT. Taspen (Persero) Kantor Cabang Utama Makassar (dibimbing oleh Irwan Abdullah dan Moh. Aris Pasigai).

Tujuan dari penelitian ini adalah 1) untuk mengetahui pengaruh proses rekrutmen terhadap kinerja karyawan PT. Taspen (Persero) Kantor Cabang Utama Makassar, 2) untuk mengetahui pengaruh proses seleksi terhadap kinerja karyawan PT. Taspen (Persero) Kantor Cabang Utama Makassar, 3) untuk mengetahui variabel apa yang paling dominan pengaruhnya terhadap kinerja karyawan PT. Taspen (Persero) Kantor Cabang Utama Makassar.

Jumlah sampel penelitian sebanyak 43 orang responden. Teknik analisis yang digunakan adalah analisis regresi linear berganda dengan bantuan sistem computer (SPSS versi 20). Berdasarkan hasil analisis mengenai pengaruh proses rekrutmen dan seleksi terhadap kinerja karyawan PT. Taspen (Persero) Kantor Cabang Utama Makassar, diketahui ada pengaruh yang positif dan signifikan.

Hipotesis variabel rekrutmen (X1) menunjukkan nilai $t_{hitung} > t_{tabel}$ (4,177 > 2,016) dengan nilai signifikan yaitu 0,000 < 0,05, artinya secara parsial variabel rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel seleksi (X2) terhadap kinerja karyawan memiliki nilai $t_{hitung} > t_{tabel}$ (2,577 > 2,016) dengan nilai signifikan 0,014 < 0,05, artinya secara parsial variabel seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Sedangkan, variabel yang paling dominan berpengaruh terhadap kinerja karyawan yaitu rekrutmen dengan alasan variabel rekrutmen memiliki nilai t hitung 4,177 lebih besar dibandingkan dengan nilai t hitung seleksi, sehingga hipotesis yang diajukan dapat diterima.

Kata Kunci : Rekrutmen, Seleksi, Kinerja Karyawan

ABSTRACT

Nur Cahaya,2019. *The recruitment and selection process on the performance of PT. Taspen (Persero) Makassar Main Branch Office, Thesis Faculty of Economics and Business Department of Management Muhammadiyah University of Makassar. (Guided by Advisor Irwan Abdullah dan Moh. Aris Pasigai).*

The purpose of this study is 1) to determine the effect of the recruitment process on the performance of employees of PT. Taspen (Persero) Makassar Main Branch Office, 2) to determine the effect of the selection process on the performance of PT. Taspen (Persero) Makassar Main Branch Office, 3) to find out what variables are the most dominant influence on the performance of employees of PT. Taspen (Persero) Makassar Main Branch Office.

The number of research samples is 43 respondents. The analysis technique used is multiple linear regression analysis with the help of computer systems (SPSS version 20). Based on the results of the analysis of the recruitment and selection acceptance process on the performance of PT. Taspen (Persero) Makassar Main Branch Office, known to be positive and significant.

The recruitment variable hypothesis (X1) shows the value of t count> t table (4,177> 2,016) with a significant value of 0,000 <0,05, meaning that the recruitment variable partially has a positive and significant effect on employee performance. The selection variable (X2) on employee performance has a value of t count> t table (2,577> 2,016) with a significant value of 0.014 <0.05, meaning that partially the selection variable has a positive and significant effect on employee performance

While the most dominant variable on employee performance is the valuation variable of 4.177 greater than the calculated comparative value, so the proposed hypothesis can be accepted.

Keywords *: Recruitment, Selection, Employee Performance*