ABSTRACT

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THE EFFECT RECRUITMENT SELECTION ON EMPLOYEE PERFORMANCE AT CV ISMA KARYA MEDAN

(xiv+111 pages; 8 figures; 27 tables; 9 appendices)

The main problem in this study is whether the recruitment and selection process has an effect on employee performance at CV Isma Karya Medan, which of the recruitment and selection processes has the most dominant influence on employee performance at CV Isma Karya Medan.

The purpose of this study was to determine the effect of the recruitment and selection process on employee performance at CV Isma Karya Medan.

To apply these objectives, descriptive methods are used, descriptive statistical methods with the help of a computerized system (SPSS Computer Program version 25) using the formulas, namely multiple regression analysis, t-test and F-test.

Based on the results of the analysis of the effect of recruitment and selection on employee performance, especially at CV Isma Karya Medan, it was found that there was a positive and significant influence between recruitment and selection on employee performance. This is evident in the F test the significant is smaller than 0.05 the sig value is 0.000. For the t test the result shows that the tcount value of recruitment is $5.092 > 2.030$ ttable, and the result of tcount value of selection is $4.822 > 2.030$ ttable. Thus the hypothesis is proven that Ha is accepted and H0 is rejected.

The dominant variable affecting employee performance, especially at CV Isma Karya Medan is recruitment, the reason is because the recruitment variable has a regression coefficient value that is greater than the selection with a value of 1.193 compared to the selection of 1.176.

Keywords: Recruitment, Selection and Employee Performance

References: 27 (2015-2020)

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Masalah pokok dalam penelitian ini adalah apakah proses rekrutmen dan seleksi berpengaruh terhadap kinerja karyawan pada CV Isma Karya Medan diantara proses rekrutmen dan seleksi yang manakah yang paling berpengaruh dominan terhadap kinerja karyawan pada CV Isma Karya Medan.

Tujuan penelitian ini adalah untuk mengetahui pengaruh proses rekrutmen dan seleksi terhadap kinerja karyawan pada CV Isma Karya Medan.

Untuk mengaplikasikan tujuan tersebut maka digunakan metode deskriptif, metode statistik deskriptif dengan bantuan sistem komputerisasi (Program Komputer SPSS versi 25) dengan menggunakan rumus yaitu analisis regresi berganda, uji t dan uji F.

Berdasarkan hasil analisis mengenai pengaruh antara rekruitmen dan seleksi dengan kinerja karyawan khususnya pada CV Isma Karya Medan ternyata diketahui ada pengaruh yang positif dan signifikan antara rekruitmen dan seleksi terhadap kinerja karyawan. Hal ini terbukti dalam uji F the significant is smaller than 0.05 the sig value is 0.000. For the uji t the result show that the tcount value of recruitment is 5.092> 2.030 ttable, dan hasil dari tcount value of selection is 4.822> 2.030 ttable. Dengan demikian hipotesis terbukti bahwa Ha diterima dan H0 di tolak.

Variabel yang dominan mempengaruhi kinerja karyawan khususnya pada CV Isma Karya Medan adalah rekrutmen, alasannya karena variabel rekrutmen memiliki nilai koefisien regresi yang lebih besar daripada seleksi dengan nilai 1.193 dibanding dengan seleksi 1.176.

Kata Kunci: Recruitment, Selection and Employee Performance

Referensi: 27 (2015-2020)