

ABSTRAK

Penelitian ini bertujuan untuk: (1) mengetahui bagaimana proses rekrutmen dan seleksi pada PT Summit Adyawinsa Indonesia (2) menganalisis seberapa besar hubungan proses rekrutmen dengan seleksi pada PT Summit Adyawinsa Indonesia (3) merumuskan kembali pengaruh proses rekrutmen dan seleksi terhadap kinerja karyawan pada PT Summit Adyawinsa Indonesia. Penelitian dilakukan dengan menggunakan metode deskriptif verifikatif, Teknik pengumpulan data yang digunakan adalah melalui kuesioner, wawancara dan melakukan observasi langsung guna mendapatkan informasi mengenai situasi dan kondisi didalam perusahaan. Sampel yang digunakan dalam penelitian yaitu sebanyak 136 responden pada karyawan PT Summit Adyawinsa Indonesia. Instrumen penelitian yang digunakan penelitian ini telah lulus uji validitas, reliabilitas dan normalitas, selanjutnya data dianalisis dengan menggunakan Teknik analisis jalur (*path analysis*) dan diolah dengan menggunakan IBM SPSS 25. Berdasarkan hasil uji hipotesis bahwa terdapat pengaruh rekrutmen dan seleksi terhadap kinerja karyawan pada PT Summit Adyawinsa Indonesia.

Kata kunci: rekrutmen, seleksi dan kinerja karyawan



ABSTRACT

This research is aimed to: 1) find out how the recruitment and selection process at PT Summit Adyawinsa Indonesia (2) analyze how big the relationship between the recruitment process and selection at PT Summit Adyawinsa Indonesia (3) reformulate the influence of the recruitment and selection process on employee performance at PT Summit Adyawinsa Indonesia. The research was conducted using a descriptive verification method. The data collection techniques used were through questionnaires, interviews and direct observation in order to obtain information about the situation and conditions within the company. The sample used in the study were 136 respondents to employees of PT Summit Adyawinsa Indonesia. The research instrument used in this study has passed the validity, reliability and normality tests, then the data were analyzed using path analysis techniques and processed using IBM SPSS 25. Based on the results of hypothesis testing that there is an effect of recruitment and selection on employee performance at PT Summit Adyawinsa Indonesia.

Keywords: employee recruitment, selection and performance

