

ABSTRAK

PENGARUH PROSES REKRUTMEN, SELEKSI DAN PENEMPATAN KARYAWAN TERHADAP KINERJA KARYAWAN (Suatu Penelitian Pada Karyawan Bank BTPN Tasikmalaya)

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Penelitian ini dilatarbelakangi oleh pelaksanaan kinerja karyawan di lingkungan Bank BTPN Tasikmalaya, terdapat beberapa hal yang menentukan tingkat kinerja karyawan antara lain sistem rekrutmen yang selektif bagi pegawai termasuk di dalamnya seleksi karyawan, kemampuan kerja, perlunya pengalaman karyawan dan penempatan karyawan sesuai kemampuan karyawan. Tujuan penelitian untuk menganalisis pengaruh proses rekrutmen, seleksi dan penempatan karyawan terhadap kinerja karyawan pada Bank BTPN Tasikmalaya. Metode penelitian ini menggunakan survey, ukuran sampel 51 orang menggunakan *nonprobability sampling*. Alat analisis yang digunakan regresi berganda. Berdasarkan hasil penelitian diketahui proses rekrutmen yang dirasakan karyawan Bank BTPN Tasikmalaya memiliki kriteria penilaian baik, seleksi yang dirasakan karyawan memiliki kriteria penilaian baik, penempatan kerja yang dirasakan karyawan memiliki kriteria penilaian baik. Kinerja karyawan Bank BTPN Tasikmalaya memiliki kriteria penilaian baik. Secara simultan, proses rekrutmen, seleksi, dan penempatan karyawan berpengaruh terhadap kinerja karyawan. Proses rekrutmen memiliki pengaruh positif terhadap kinerja karyawan, seleksi memiliki pengaruh positif terhadap kinerja karyawan, dan penempatan memiliki pengaruh positif terhadap kinerja karyawan.

Kata kunci: proses rekrutmen, seleksi, penempatan, kinerja karyawan

ABSTRACT

THE EFFECT OF EMPLOYEE RECRUITMENT, SELECTION AND PLACEMENT PROCESS ON EMPLOYEE PERFORMANCE (A Research On BTPN Tasikmalaya Bank Employees)

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This research is motivated by the implementation of employee performance within Bank BTPN Tasikmalaya, there are several things that determine the level of employee performance, including a selective recruitment system for employees including employee selection, work ability, the need for employee experience and placement of employees according to employee abilities. The purpose of the study was to analyze the effect of the recruitment, selection and placement process on employee performance at Bank BTPN Tasikmalaya. This research method uses a survey, a sample size of 51 people using non-probability sampling. The analytical tool used is multiple regression. Based on the results of the research, it is known that the recruitment process felt by the employees of Bank BTPN Tasikmalaya has good assessment criteria, selection felt by employees has good assessment criteria, job placement perceived by employees has good assessment criteria. The performance of Bank BTPN Tasikmalaya employees has good assessment criteria. Simultaneously, the process of recruitment, selection, and placement of employees affect employee performance. The recruitment process has a positive influence on employee performance, selection has a positive influence on employee performance, and placement has a positive influence on employee performance.

Keywords: *recruitment process, selection, placement, employee performance*