

ABSTRACT

THE EFFECT OF RECRUITMENT AND SELECTION ON EMPLOYEE PERFORMANCE

(Research on General Administration Employees of Jasa Kartini Hospital, Tasikmalaya City)

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The purpose of this study was to determine and analyze the effect of recruitment and selection of employees in the general administration of Jasa Kartini Hospital, Tasikmalaya City and its effect on employee performance, either simultaneously or partially. This research model uses a survey method. Data collection techniques were carried out by distributing questionnaires to 73 employees of the General Administration of the Jasa Kartini Hospital, Tasikmalaya City. The data analysis technique uses Path Analysis. Based on the results of the study, it is known that recruitment and selection simultaneously affect employee performance and partially. Both recruitment and selection have a significant effect on employee performance. From the results of this study, researchers suggest that companies can improve the recruitment, selection and performance of employees so that they can have a positive impact and achieve company goals in the future.

Keywords: Recruitment, Selection, Performance

ABSTRAK

PENGARUH REKRUTMEN DAN SELEKSI TERHADAP KINERJA KARYAWAN

**(Penelitian pada Karyawan Administrasi Umum Rumah Sakit Jasa Kartini
Kota Tasikmalaya)**

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Tujuan Penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh Rekrutmen dan Seleksi Karyawan Administrasi Umum Rumah Sakit Jasa Kartini Kota Tasikmalaya dan Pengaruhnya terhadap Kinerja Karyawan, baik secara simultan maupun parsial. Model penelitian ini menggunakan metode survei. Teknik pengumpulan data dilakukan dengan menyebarkan kuesioner kepada karyawan Administrasi Umum Rumah Sakit Jasa Kartini Kota Tasikmalaya sebanyak 73 orang. Teknik analisis data menggunakan Analisis Jalur. Berdasarkan hasil penelitian diketahui bahwa Rekrutmen dan Seleksi secara simultan berpengaruh terhadap Kinerja Karyawan dan secara parsial. Rekrutmen dan Seleksi keduanya berpengaruh signifikan terhadap Kinerja Karyawan. Dari hasil penelitian ini peneliti menyarankan agar perusahaan dapat meningkatkan kembali Rekrutmen, Seleksi dan Kinerja Karyawan sehingga dapat memberikan dampak positif dan pencapaian tujuan perusahaan di masa yang akan datang.

Kata kunci : Rekrutmen, Seleksi, Kinerja