

ABSTRACT

**THE EFFECT OF SELECTION, PLACEMENT, AND COMPETENCE
ON EMPLOYEE PERFORMANCE
(A Research on Employee of Non-Manager At
PT Provis Garuda Services Jakarta)**

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The purpose of this research is to determine and analyze the selection, placement, competence, and employee performance as well as the effect of selection, placement, and competence on employee of non-manager performance at PT Provis Garuda Services Jakarta. The research method used is a survey method. The sampling technique used is a saturated sample. Data obtained directly from the spread of questionnaire to 60 respondents which were employee of non-manager at PT Provis Garuda Services Jakarta. Data analysis technique used in this research is a path analysis. Based on the results of the research it is known that the selection, placement, competence, and employee performance included in assessment classification is very good. Based on the results of the analysis partially selection, placement, and competence have a positive and significant effect on employee performance of non-manager at PT Provis Garuda Services Jakarta. The results of the path analysis it is known that employee performance has causal relationship with selection, placement, and competence in employee of non-manager at PT Provis Garuda Services Jakarta.

Keywords: Selection, Placement, Competence, Employee Performance

ABSTRAK

PENGARUH SELEKSI, PENEMPATAN, DAN KOMPETENSI TERHADAP KINERJA KARYAWAN (Suatu Penelitian Pada Karyawan Non Manajer PT Provis Garuda Services Jakarta)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis seleksi, penempatan, kompetensi, dan kinerja karyawan serta pengaruh seleksi, penempatan, dan kompetensi terhadap kinerja karyawan non manajer PT Provis Garuda Services Jakarta. Metode penelitian yang digunakan adalah metode survei. Teknik pengambilan sampel yang digunakan adalah sampel jenuh. Data diperoleh langsung dari penyebaran kuesioner kepada 60 responden yang merupakan karyawan non manajer PT Provis Garuda Services Jakarta. Teknik analisis data yang digunakan dalam penelitian ini adalah analisis jalur. Berdasarkan hasil penelitian diketahui bahwa seleksi, penempatan, kompetensi, dan kinerja karyawan termasuk dalam klasifikasi penilaian sangat baik. Berdasarkan hasil analisis secara parsial seleksi, penempatan, dan kompetensi berpengaruh positif dan signifikan terhadap kinerja karyawan non manajer PT Provis Garuda Services Jakarta. Hasil analisis jalur diketahui bahwa kinerja karyawan memiliki hubungan kausal dengan seleksi, penempatan, dan kompetensi pada karyawan non manajer PT Provis Garuda Services Jakarta.

Kata Kunci: Seleksi, Penempatan, Kompetensi, Kinerja Karyawan