

## **ABSTRACT**

***THE EFFECT OF SELECTION, PLACEMENT, AND COMMUNICATION ON  
EMPLOYEE PERFORMANCE  
(A Study on Employees at the Branch Office of the Education Office (CADISDIK)  
Region XII, West Java Province)***

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*The purpose of this research is to determine and analyze the influence of employee selection, employee placement, and employee communication on employee performance, as well as the combined influence of selection, placement, and communication on the performance of employees at the Regional Office of Education (CADISDIK) Region XII, West Java Province. The population in this study consisted of all employees, totaling 51 individuals, using a saturated sampling technique. The data analysis method used is multiple linear regression analysis. Data were collected through questionnaires that had previously been tested for validity and reliability. The results of the study show that selection, placement, communication, and employee performance at CADISDIK Region XII are classified as very good, and there is a significant influence of selection, placement, and communication on employee performance at the Regional Office of Education Region XII, West Java Province.*

*Keywords; Selection, placement, communication, employee performance*

## **ABSTRAK**

### **PENGARUH SELEKSI, PENEMPATAN, DAN KOMUNIKASI TERHADAP KINERJA PEGAWAI**

**(Suatu Penelitian Pada Pegawai Di Kantor Cabang Dinas Pendidikan  
(CADISDIK) Wilayah XII Provinsi Jawa Barat)**

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Tujuan penelitian ini untuk mengetahui dan menganalisis pengaruh seleksi pegawai, penempatan pegawai, komunikasi pegawai, kinerja pegawai dan pengaruh seleksi, penempatan, dan komunikasi terhadap kinerja pegawai di Kantor Cabang Dinas Pendidikan Wilayah XII Provinsi Jawa Barat. Adapun populasi dalam penelitian ini adalah seluruh pegawai yaitu sebanyak 51 orang, dengan teknik penarikan sampel menggunakan sampel jenuh. Teknik analisis menggunakan analisis regresi berganda. Teknik pengumpulan data melalui penyebaran kuesioner yang sudah diuji variabelnya. Hasil penelitian menunjukkan bahwa seleksi, penempatan, komunikasi, dan kinerja pegawai di Kantor Cabang Dinas Pendidikan Wilayah XII Provinsi Jawa Barat dalam klasifikasi sangat baik, dan terdapat pengaruh besar antara seleksi, penempatan, komunikasi terhadap kinerja pegawai di Kantor Cabang Dinas Pendidikan Wilayah XII Provinsi Jawa Barat.

Kata kunci; Seleksi, penempatan, komunikasi, kinerja pegawai