

ABSTRAC

Novita Setiani 1961201006 The Effect of Recruitment, Educational Background and Selection on Employee Performance at PT Wahana Datarindo Sempurna under the guidance of Mr Drs. Ramadhaniar AB., M.M

This research is based on the science of human resource management related to recruitment, educational background, selection and employee performance. While the research design uses quantitative associative methods. Based on the quantitative associative method, researchers wanted to know the relationship or influence between recruitment (X1), educational background (X2), selection (X3) and performance (Y) of PT Wahana Datarindo Sempurna. Recruitment has a very large and positive effect on employee performance of 1,419. Then the t-count value is 4,695 (1.98) and the significant value (p-values) is 0.00 (0.05). Therefore, the first hypothesis (H1) in this study is accepted because it is more than 1.98. In the second hypothesis (H2) it shows that educational background has a large and positive effect on employee performance of -0.762. Then the t-count value is 2.351 (1.98) and the p-value is 0.019 (0.05). So that H2 is declared acceptable. In the third hypothesis (H3) it shows that selection has a large and positive effect on employee performance of 0.304. Then the t-value is 2.028 (1.98) and the p-value is 0.043 (0.05). So that H3 is declared acceptable. Based on the analysis, it can be concluded that recruitment, educational background and selection have a significant influence on employee performance at PT Wahana Datarindo Sempurna.

Keywords: The Effect of Recruitment, Educational Background and Selection on Employee Performance.

ABSTRAK

Novita Setiani 1961201006 Pengaruh Rekrutmen, Latar Belakang Pendidikan Dan Seleksi Terhadap Kinerja Pegawai Pada PT Wahana Datarindo Sempurna dibawah bimbingan Bapak Drs. Ramadhaniar AB., M.M

Penelitian ini didasarkan pada ilmu manajemen sumber daya manusia yang berhubungan dengan rekrutmen, latar belakang pendidikan, seleksi dan kinerja pegawai. Sedangkan desain penelitian ini menggunakan metode asosiatif kuantitatif. Berdasarkan metode asosiatif kuantitatif, peneliti ingin mengetahui hubungan atau pengaruh antara rekrutmen (X1), latar belakang pendidikan (X2), seleksi (X3) dan kinerja (Y) PT Wahana Datarindo Sempurna. Rekrutmen berpengaruh positif dan sangat besar terhadap Kinerja Pegawai sebesar 1,419. Kemudian nilai t-hitung 4,695 (1,98) dan nilai signifikan (p-values) 0,00 (0,05). Oleh karena itu, hipotesis pertama (H1) dalam penelitian ini diterima karena lebih dari 1,98. Pada hipotesis kedua (H2) menunjukkan bahwa Latar Belakang Pendidikan berpengaruh positif dan besar terhadap Kinerja Pegawai sebesar -0,762. Kemudian nilai t-hitung sebesar 2,351 (1,98) dan nilai kepentingan (p-values) sebesar 0,019 (0,05). Sehingga H2 dinyatakan dapat diterima. Pada hipotesis ketiga (H3) menunjukkan bahwa Seleksi berpengaruh positif dan besar terhadap Kinerja Pegawai sebesar 0,304. Kemudian nilai t-hitung sebesar 2,028 (1,98) dan nilai kepentingan (p-values) sebesar 0,043 (0,05). Sehingga H3 dinyatakan dapat diterima. Berdasarkan analisis, dapat disimpulkan bahwa rekrutmen, latar belakang pendidikan dan seleksi memiliki pengaruh yang signifikan terhadap kinerja pegawai pada PT Wahana Datarindo Sempurna.

Kata Kunci: Pengaruh Rekrutmen, Latar Belakang Pendidikan Dan Seleksi Terhadap Kinerja Pegawai