

## ABSTRAK

IRFIN NOVIANGGA PRADIKA 2019110042. Pengaruh Rekrutmen dan Seleksi Terhadap Kinerja Karyawan di Hotel Grand Kasira Kemang Jakarta Selatan. Dibawah bimbingan Ibu Farida, SE,MP

Proses rekrutmen dan selesi karyawan sebanyak 55 orang di Hotel Grand Kasira Kemang belum dilakukan secara baik dan profesional, karena metode perekrutan yang dilakukan dengan employee referral, yang berarti menggunakan aspek kedekatan dengan jajaran manajemen ataupun dengan sesama karyawan, sehingga diasumsikan kinerja karyawan kurang maksimal. Tujuan penelitian ini untuk mengetahui pengaruh rekrutmen dan seleksi terhadap kinerja karyawan Hotel Grand Kasira Kemang. Metode analisis data yang digunakan dalam penelitian ini adalah metode deskriptif, kuantitaif, dan analisis regresi linear berganda. Teknik pengumpulan data dalam penelitian ini menggunakan kuesioner. Sampel yang digunakan adalah seluruh karyawan Hotel Grand Kasira Kemang yang berjumlah

55 orang. Hasil dalam penelitian ini menunjukkan bahwa terdapat pengaruh rekrutmen dan seleksi secara simultan terhadap kinerja karyawan dengan diperoleh nilai  $F_{sig}$  sebesar  $0,000 < a = 0,05$  maka  $H_a$  diterima. Rekrutmen secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan diperoleh nilai  $T_{sig}$   $0,039 < a = 0,05$  dan seleksi secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan diperoleh nilai  $T_{sig}$  sebesar  $0,000 < a = 0,05$ . Hasil penelitian ini menunjukkan bahwa terdapat pengaruh rekrutmen dan seleksi terhadap kinerja karyawan Hotel Grand Kasira sebesar 54.4%, dan sisanya sebesar 45.6% dipengaruhi oleh variabel lain yang tidak diteliti.

Kata kunci : Rekrutmen, Seleksi, Kinerja Karyawan iv

## **ABSTRACT**

IRFIN NOVIANGGA PRADIKA 2019110042. The Influence of Recruitment and Selection on Employee Performance at the Grand Kasira Hotel Kemang, South Jakarta. Under the guidance of Mrs. Farida, SE,MP

The process of recruitment and selection of 55 employees at the Grand Kasira Kemang Hotel has not been carried out properly and professionally, because the recruitment method is carried out using employee referrals, which means using aspects of closeness with management or with fellow employees, so that the assumption of employee performance is not optimal. The purpose of this study was to determine the effect of Recruitment and Selection on employee performance at Grand Kasira Kemang Hotel. The data analysis method used in this research is descriptive method, quantitative, multiple linear regression analysis fund. The data collection technique in this study used a questionnaire. The sample used was all employees of the Grand Kasira Kemang Hotel, totalling 55 people. The results in this study indicate that there is an effect of Recruitment and Selection simultaneously on employee performance with an  $F_{sig}$  value of  $0.000 < \alpha = 0.05$ , so  $H_a$  is accepted. Partially recruitment has a significant effect on employee performance with the obtained  $T_{sig}$  value of  $0.039 < \alpha = 0.05$  and selection partially has a significant effect on employee performance with the obtained  $T_{sig}$  value of  $0.000 < \alpha = 0.05$ . The results of this study indicate that there is an effect of recruitment and selection on employee performance at Grand Kasira Hotel by 54.4%, and the remaining 45.6% is influenced by other variables not examined.

Keywords: Recruitment, Selection, Employee Performance