

## INTISARI

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Rekrutmen, Pelatihan dan Penempatan Karyawan terhadap Kinerja pada RSUD Haji Surabaya. Populasi yang digunakan dalam penelitian ini adalah karyawan RSUD Haji Surabaya dengan jumlah sampel 92 responden yang didapat dari penghitungan rumus slovin.

Teknik analisis data menggunakan analisis regresi linier berganda yang bertujuan untuk menghitung besarnya koefisien regresi guna menunjukkan besarnya pengaruh variabel Rekrutmen, Pelatihan dan Penempatan Karyawan terhadap Kinerja. Sedangkan pengujian hipotesis menggunakan uji *Goodness of Fit* dengan uji F dan uji pengaruh parsial dengan uji t.

Hasil pengujian uji *Goodness of Fit* dengan uji F menunjukkan bahwa variabel bebas rekrutmen (X1), pelatihan (X2), dan Penempatan Karyawan (X3) berpengaruh secara signifikan terhadap Kinerja (Y) yaitu  $0,000 < 0,05$ . Dari hasil uji pengaruh parsial dengan uji t menunjukkan bahwa variabel Rekrutmen (X1) mempunyai tingkat signifikansi  $0,001 < 0,05$ , variabel Pelatihan (X2) mempunyai tingkat signifikansi  $0,032 < 0,05$ , dan variabel Penempatan Karyawan (X3) mempunyai tingkat signifikansi  $0,003 < 0,05$ . Berdasarkan perhitungan tersebut, dapat disimpulkan secara parsial Rekrutmen (X1), Pelatihan (X2), dan Penempatan Karyawan (X3) memiliki pengaruh signifikan terhadap Kinerja (Y).

Kata kunci : rekrutmen, pelatihan, penempatan karyawan dan kinerja

## ABSTRACT

This research is aimed to find out and to analyze the influence of recruitment, training and employee placement to the performance of RSU Haji Surabaya. The population of this research is 92 employees at RSU Haji Surabaya which have been obtained from the calculation which has been done by using slovin formula. The data analysis technique has been carried out by using multiple linear regressions analysis which is meant to calculate the amount of coefficient regressions in order to shows the amount of influence of recruitment, training and employee placement to the performance of RSU Haji Surabaya. Meanwhile, the hypothesis test has been conducted by using Goodness of Fit with F test and the partial influence test has been done by using test.

The result of Goodness of Fit has been done by using F test shows that the independent variables of recruitment (X1), training (X2), and employee placement (X3) give significant influence to the performance (Y) i.e.  $0.000 < 0,05$ . It has been found from the partial influence test with t test shows that significance level of recruitment (X1) is  $0.000 < 0.05$ , the significance level training (X2) is  $0.032 < 0.005$ , and the significance level employee placement (X3) is  $0.003 < 0.05$ . Based on the result of these calculations, it can be concluded that partially recruitment (X1), Training (X2), and employee placement (X3) give significant influence to the performance (Y).

Keywords: Recruitment, training, employee placement, and performance.

