

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh rekrutmen, seleksi dan pelatihan terhadap kinerja karyawan pada PT. Internasional Business Future. Jenis penelitian ini adalah kuantitatif dengan menggunakan data yang diperoleh dari perusahaan yang menjadi sebuah objek peneliti. Populasi dalam penelitian ini dilakukan pada karyawan PT. Internasional Business Future Sampel yang diambil sebanyak 100 responden. Teknik pengambilan sampel menggunakan *simple random sampling*.

Teknik analisa yang digunakan dalam penelitian ini merupakan metode analisis yang dilakukan menggunakan analisis regresi berganda dengan menggunakan aplikasi SPSS versi 25.

Hasil penelitian ini menunjukkan bahwa Rekrutmen berpengaruh signifikan dengan arah positif terhadap kinerja karyawan, seleksi berpengaruh signifikan dengan arah positif terhadap kinerja karyawan dan pelatihan berpengaruh signifikan dengan arah positif terhadap kinerja karyawan pada PT. Internasional Business Future.

Kata kunci: Rekrutmen, Seleksi, Pelatihan, Kinerja karyawan,

ABSTRACT

This research aimed to examine the effect of recruitment, selection, and training on the employees' performance at PT. International Business Future. Moreover, the research was quantitative research, with data taken from a company as the research object. Furthermore, the data collection technique used simple random sampling technique. In line with that, there were 100 employees at PT. International Business Future as a research sample.

The research analysis technique used analysis which used multiple regressions analysis methods with SPSS (Statistical Product and Service Solution) application 25 versions.

The research result showed that recruitment had a positive and significant effect on the employees' performance at PT. International Business Future.

Likewise, the selection had a positive and significant effect on the employees' performance at PT. International Business Future. Similarly, training had a positive and significant effect on the employees' performance at PT. International Business Future.

Keywords: *Recruitment, Selection, Training, Employees' Performance*

I certify that this translation is true and accurate. Prepared by a professional translator. This translation is provided on this day 30/06/22

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