

ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh rekrutmen, kompensasi, dan pengembangan karir terhadap motivasi berprestasi, kepuasan kerja, dan kinerja karyawan *classified staff* di *Jakarta International School*. Metode sampling yang digunakan adalah *accidental sampling*. Dari 335 karyawan diperoleh 175 karyawan sebagai responden. Metode analisis pada penelitian ini adalah *Structural Equation Modeling (SEM)* dengan program LISREL 8.54. Hasil uji validitas dan reliabilitas menunjukkan bahwa semua instrumen valid dan reliabel, nilai *construct reliability* dan *variance extracted* lebih besar dari nilai minimal standar. Uji kecocokan model memberikan hasil bahwa model memiliki tingkat kecocokan yang baik dengan memenuhi kriteria *goodness of fit index*. Uji model pengukuran memberikan nilai yang signifikan untuk seluruh variabel teramati. Uji model struktural memberikan nilai yang signifikan terhadap delapan jalur diantara variabel laten, seperti jalur rekrutmen-motivasi berprestasi, kompensasi-motivasi berprestasi, pengembangan karir-motivasi berprestasi, kompensasi-kepuasan kerja, pengembangan karir-kepuasan kerja, motivasi berprestasi-kepuasan kerja, motivasi berprestasi-kinerja karyawan, dan kepuasan kerja-kinerja karyawan. Empat jalur yang tidak signifikan adalah rekrutmen-kepuasan kerja, rekrutmen-kinerja karyawan, kompensasi-kinerja karyawan, dan pengembangan karir-kinerja karyawan.

Kata Kunci: rekrutmen, kompensasi, pengembangan karir, motivasi berprestasi, kepuasan kerja, kinerja, *structural equation modeling (SEM)*.

ABSTRACT

This study aims to examine and analyze the effect of recruitment, compensation, and career development on the motivation, job satisfied, and employee performance of classified staff at Jakarta International School. Sampling method that is used is accidental sampling. From 335 population we have 175 respondents. Researcher uses Structural Equation Modeling (SEM) as an analysis method with LISREL 8.54 as a software to calculate data. Validity and reliability results show that all of the instruments were valid and reliable, construct reliability and variance extracted values are bigger than the minimum standard values. Model fitting analysis for testing model gives result that model has good fitting based on goodness of fit index criteria. Measurement model analysis gives us some significant values for all observed variables. Structural model analysis gives us some significant values for eight paths between latent variables, such as recruitment - motivation to achieve, compensation – motivation to achieve, career development - motivation to achieve, compensation – job satisfaction, career development - job satisfaction, motivation to achieve - job satisfaction, motivation to achieve - employee performance, and job satisfaction - employee performance. Four paths that are not significant are recruitment – job satisfaction, recruitment - employee performance, compensation - employee performance, and career development - employee performance.

Keywords: recruitment, compensation, career development, motivation to achieve, job satisfaction, employee performance, structural equation modeling (SEM).