

ABSTRACT

This thesis discusses the influence of the process recruitment, training and career development on job performance. The data obtained by disseminating questionnaires to 50 respondent employees of PT AIA Financial. Data tested by using path analysis. And to determine whether there is influence between process recruitment with the job performance, whether there is influence between training with the job performance, whether there is influence between career development with the job performance and whether there is influence process recruitment, training and career development together on job performance this research is done in PT AIA Financial, Pancoran, South Jakarta.

Variables used in this thesis is the process of recruitment, variables training, variables career development and variables job performance. Therefore, analysis of the data used is test validity and reliability testing.

The test results showed that the research hypothesis process of recruitment positive and significant influence to job performance, training positive and significant influence to the job performance and career development positive and significant influence to the job performance.

Keyword : *process recruitment, training, career development and job performance*

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ABSTRAK

Skripsi ini membahas mengenai pengaruh proses rekrutmen, pelatihan dan pengembangan karir terhadap prestasi kerja. Data diperoleh dengan cara menyebarkan kuesioner kepada 50 responden karyawan pada PT AIA Financial. Data diuji dengan menggunakan metode analisis jalur. Dan mengetahui apakah terdapat pengaruh antara proses rekrutmen dengan prestasi kerja, apakah ada pengaruh pelatihan dengan prestasi kerja, apakah ada pengaruh pengembangan karir dengan prestasi kerja dan apakah ada pengaruh proses rekrutmen, pelatihan dan pengembangan karir secara bersama-sama terhadap PT AIA Financial, Pancoran Jakarta Selatan.

Variabel proses rekrutmen, variabel pelatihan, variable pengembangan karir dan variabel prestasi kerja. Oleh karena itu analisis data yang digunakan adalah uji validitas dan uji reliabilitas.

Hasil pengujian hipotesis penelitian menunjukkan bahwa proses rekrutmen berpengaruh positif dan signifikan terhadap prestasi kerja karyawan, pelatihan berpengaruh positif dan signifikan terhadap prestasi kerja karyawan dan pengembangan karir berpengaruh positif dan signifikan terhadap prestasi kerja karyawan.

Kata Kunci : Proses Rekrutmen, Pelatihan, Pengembangan Karir dan Prestasi Kerja