

ABSTRAK

Tesis ini bertujuan untuk mengetahui dan menganalisis pengaruh rekrutmen, seleksi, dan kompensasi terhadap kinerja karyawan PT. TBP Proyek Greenbay. Sampel penelitian sebanyak 60 responden, pengumpulan data dilakukan dengan menggunakan metode kuesioner. Metode penelitian menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa pada proses rekrutmen terdapat pengaruh positif variabel rekrutmen terhadap kinerja karyawan proyek greenbay. Terdapat pengaruh positif dan signifikan variabel seleksi terhadap kinerja karyawan proyek greenbay. Terdapat pengaruh positif dan signifikan variabel kompensasi terhadap kinerja karyawan proyek greenbay. Terdapat pengaruh positif dan signifikan secara bersama-sama variabel rekrutmen, seleksi, dan kompensasi terhadap kinerja karyawan Proyek Greenbay. Saran yang dapat diberikan perusahaan sebaiknya memperbaiki sistem rekrutmen, seleksi, dan kompensasi secara terus menerus untuk dapat meningkatkan kinerja karyawan sehingga visi dan misi perusahaan dapat tercapai.

Kata kunci : rekrutmen, seleksi, kompensasi, kinerja

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ABSTRACT

This thesis a purpose to identify and analyze the influence of recruitment, selection, and compensation to performance PT. TBP Project Greenbay. Study sample of 60 respondent, the data was collected using questionnaire. The method use multiple analyze regression. The results experiment showed that process recruitment there positive influence variable recruitment to employee performance greenbay project. There positive influence and significant variable selection to employee performance greenbay project. There positive influence and significant variable compensation to employee performance greenbay project. There positive influence and significant together variable recruitment, selection, and compensation to employee performance Greenbay Project. Advice can be given company should improve system recruitment, selection, and compensation in countinously to can be increase employee performance so that vision and misson company can be reached.

Keyword : recruitment, selection, compensation, performance

