ABSTRAK

Penelitian ini untuk mengetahui tentang pengaruh proses rekrutmen, penempatan dan *turnover intention* terhadap kinerja. Objek peneitian ini adalah karyawan staf PT. Softwareone Indonesia berlokasi di Jakarta.

Penelitian ini dilakukan terhadap seluruh karyawan staf PT. Softwareone Indonesia yang berjumlah 35 responden. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian yang digunakan adalah desain penelitian kausal. Data yang disediakan melalui kuesioner terhadap karyawan staf di PT. Softwareone Indonesia. Analisis data yang digunakan adalah analisis *Structural Equation Model* yang berbasis varian (*Partial Least Square*).

Hasil penelitian menunjukkan bahwa variabel rekrutmen tidak berpengaruh terhadap kinerja karyawan, variabel penempatan berpengaruh positif dan signifikan terhadap kinerja karyawan dan variabel *turnover intention* berpengaruh negatif dan signifikan terhadap kinerja karyawan di PT. Softwareone Indonesia.

Kata Kunci : rekrutmen, penempatan, *turnover intention*, kinerja, SmartPLS,
             software.

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ABSTRACT

This research is to know about the influence of process of recruitment, placement and turnover intention to performance. The object of this research is employees of Softwareone Indonesia, PT is located in Jakarta.

This research was conducted to all employees of Softwareone Indonesia, PT which amounted of 35 respondents. This research uses quantitative approach with the research design used is the design of causal research. The data provided by a questionnaire on staff employees at Softwareone Indonesia, PT. Data analysis used is variance basis Structural Equation Model (Partial Least Square).

The results showed that the recruitment variable has no effect on employee performance, placement variable has a positive and significant effect on employee performance and turnover intention variable has a negative and significant effect on employee performance in Softwareone Indonesia, PT.

Keywords: recruitment, placement, turnover intention, performance, SmartPLS, software.

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