

ABSTRACT

The purpose of this research is to know the influence of recruitment, compensation, and commitment on the performance of employees in Target Optimal Solusi Sistem, Co. Sample used is TOSS's employees as many as seventy people by using saturated sampling method. Analysis used to include validity test, reliability test, multiple regression analysis, the coefficient of determination, t test, and F test. The result shows that recruitment and commitment have positive and significant effect on employees' performance but compensation doesn't have any effect on employees' performance. Recruitment, compensation, and commitment have simultaneously positive and significant effect on employees' performance as much as 40.5% while the other 59.5% is effected by other factors which are not included in this research.

Keywords: recruitment, compensation, commitment, employees' performance



ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh rekrutmen, kompensasi, dan komitmen terhadap kinerja karyawan di PT Target Optimal Solusi Sistem . Sampel yang digunakan adalah karyawan sebanyak 70 orang dengan menggunakan teknik sampel jenuh. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, analisis regresi berganda, koefisien determinasi, uji t dan uji F. Hasil penelitian secara parsial rekrutmen dan komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan, tetapi kompensasi tidak berpengaruh terhadap kinerja karyawan. Secara simultan rekrutmen, kompensasi dan komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan sebesar 40.5 % sedangkan sisanya 59.5% dipengaruhi oleh faktor lain yang tidak diamati dalam penelitian ini.

Kata kunci: Rekrutmen, Kompensasi, Komitmen, Kinerja Karyawan

