

## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisa (1) pengaruh proses rekrutmen terhadap kinerja karyawan pada PT. FIFGROUP Cabang Taman Palem. (2) Pengaruh seleksi terhadap kinerja karyawan pada PT. FIFGROUP Cabang Taman Palem. (3) *Turnover intention* terhadap kinerja karyawan pada PT. FIFGROUP Cabang Taman Palem. Pengumpulan data dilakukan melalui penyebaran kuesioner terhadap seluruh karyawan PT. FIFGROUP yang berjumlah 41 responden. Teknik penarikan sampel dengan menggunakan *convenience sampling*. Analisis data pada penelitian ini menggunakan bantuan *Variance Based Structural Equation Modeling* dimana pengolahan datanya menggunakan program *Partial Least Square (PLS)* Versi 3.0. Hasil analisa menunjukkan bahwa proses rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan. Seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan. *Turnover intention* tidak berpengaruh signifikan terhadap kinerja karyawan.

**Kata Kunci :** Proses Rekrutmen, Seleksi, *Turnover Intention* dan Kinerja Karyawan



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## **ABSTRACT**

*This study aims to discuss and analyze (1) the effect of the recruitment process on employee performance at PT Taman Palem Branch FIFGROUP. (2) The effect of the election on the performance of the company at PT FIFGROUP Taman Palem Branch. (3) Turnover intentions on employee performance at PT. FIFGROUP Taman Palem Branch. Data collection is done through collecting questionnaires for all employees of PT. FIFGROUP which took 41 respondents. Sampling technique using convenience sampling. Data analysis in this study used the help of Variance Based Structural Equation Modeling in which data processing uses the Partial Least Square (PLS) version 3.0 program. The results of the analysis show that the decision-making process has a positive and significant effect on employee performance. Selection of positive and significant influence on employee performance. Turnover intention has a positive and not significant effect on employee performance.*

**Keywords:** *The Process of Recruitment, Selection, Turnover Intention and Employee Performance*

