

## **ABSTRACT**

*The purpose of this study was to analyze the effect of recruitment, selection, and training on human resource development (case study: permanent employees at PT Asuransi X Head Office). Type of research is quantitative. The population of this research is all permanent employees who are at PT Asuransi X Head Office. The sampling technique uses purposive sampling with Slovin formula, obtained of 75 employees. Data analysis using Multiple Linear Regression. The results showed that recruitment has a positive and significant effect on the development of human resources, while selection has a negative and not significant effect on the development of human resources, while training has a positive and significant effect on the development of human resources. Recruitment, selection and training simultaneously have a positive and significant effect on the development of human resources. The results of the coefficient of determination indicate that recruitment, selection and training can explain the influence on the development of human resources. Advice for companies is to improve the quality of recruitment, selection and training to obtain human resources that can develop and advance the company.*

*Keywords: Recruitment, Selection, Training, and Human Resource Development.*

## **ABSTRAK**

Tujuan penelitian untuk menganalisis pengaruh rekrutmen, seleksi, dan pelatihan terhadap pengembangan sumber daya manusia (studi kasus : karyawan tetap di PT Asuransi X Kantor Pusat). Jenis penelitian kuantitatif. Populasi penelitian seluruh karyawan tetap di PT Asuransi X Kantor Pusat. Teknik pengambilan sampel menggunakan purposive sampling dengan rumus Slovin, diperoleh sampel sebanyak 75 karyawan. Analisis data menggunakan Regresi Linear Berganda. Hasil penelitian menunjukkan bahwa rekrutmen berpengaruh positif dan signifikan terhadap pengembangan sumber daya manusia, sedangkan seleksi berpengaruh negatif dan tidak signifikan terhadap pengembangan sumber daya manusia, sedangkan pelatihan berpengaruh positif dan signifikan terhadap pengembangan sumber daya manusia. Rekrutmen, seleksi dan pelatihan secara simultan berpengaruh positif dan signifikan terhadap pengembangan sumber daya manusia. Hasil koefisien determinasi menunjukkan bahwa rekrutmen, seleksi dan pelatihan dapat menjelaskan pengaruh terhadap pengembangan sumber daya manusia. Saran untuk perusahaan adalah meningkatkan kualitas rekrutmen, seleksi dan pelatihan untuk mendapatkan sumber daya manusia yang dapat berkembang dan memajukan perusahaan.

**Kata Kunci:** Rekrutmen, Seleksi, Pelatihan, dan Pengembangan Sumber Daya Manusia