

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh pengaruh rekrutmen, seleksi, dan motivasi terhadap kinerja karyawan. Populasi dalam penelitian ini yaitu 100 karyawan *Head Office* Shimizu Corporation. Sampel yang dipergunakan adalah sebanyak 80 orang, dihitung berdasarkan rumus Slovin. Metode penarikan sampel menggunakan *Probability Sampling* dengan teknik *simple random sampling*. Metode pengumpulan data menggunakan metode survey dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan SPSS (*Statistical Package for the Social Sciences*) Version 26. Penelitian ini membuktikan bahwa rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan *Head Office* Shimizu Corporation. Seleksi berpengaruh positif dan signifikan terhadap kinerja karyawan *Head Office* Shimizu Corporation. Motivasi tidak berpengaruh terhadap kinerja karyawan *Head Office* Shimizu Corporation. Rekrutmen, seleksi, dan motivasi berpengaruh secara bersama-sama atau simultan terhadap kinerja karyawan *Head Office* Shimizu Corporation

Kata kunci: Rekrutmen; Seleksi; Motivasi; Kinerja

ABSTRACT

This study aims to analyze the influence of recruitment, selection, and motivation on employee performance. Population in this research is 100 employees of the Head Office of Shimizu Corporation. The sample used is 80 staff, calculated based on Slovin formula. The sampling method uses probability sampling with a simple random sampling technique. The method of collecting data using the survey method with the research instrument is a questionnaire. The data analysis method uses SPSS (Statistical Package for the Social Sciences) Version 26. This research proves that recruitment affects positive and significant the performance of Shimizu Corporation Head Office employees. Selection affects positive and significant the performance of Shimizu Corporation's Head Office employees. Motivation has no effect on the performance of Shimizu Corporation's Head Office employees. Recruitment, Selection and Motivation affects simultaneously or simultaneously on the performance of Shimizu Corporation's Head Office employees.

Keywords: Recruitment; Selection; Motivation; Performance