

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Rekrutmen, Seleksi, dan Pelatihan terhadap Kinerja Karyawan PT. Royal Medicalink Pharmalab. Dalam penelitian ini variabel independent terdiri dari Rekrutmen, Seleksi, dan Pelatihan Karyawan, dan variabel dependennya adalah Kinerja. Populasi dalam penelitian ini adalah karyawan PT. Royal Medicalink Pharmalab. Sampel dalam penelitian ini berjumlah 65 karyawan dari 78 karyawan. Hitung berdasarkan rumus slovin. Metode analisis data yang digunakan adalah teknik PLS (Partical Least Square) melalui SmartPLS 3. Dengan instrument penelitian adalah kuisisioner. Hasil penelitian menunjukkan bahwa variabel Rekrutmen, Seleksi, dan Pelatihan Karyawan berpengaruh positif dan signifikan terhadap kinerja kerja karyawan PT Royal Medicalink Pharmalab.

Kata kunci: Rekrutmen, Seleksi, Pelatihan Karyawan, Kinerja Karyawan



ABSTRACT

This research aims to find out the effect of Recruitment, Selection, and Training on PT Employee Performance. Royal Medicalink Pharmalab. In this research, the independent variable consists of Recruitment, Selection, and Employee Training, and the dependent variable is Performance. The population in this research is employees of PT. Royal Medicalink Pharmalab. The sample in this research is 65 employees out of 78 employees. Calculate based on the slovin formula. The data analysis method used is the PLS (Partial Least Square) technique through SmartPLS 3. The research instrument is a questionnaire. The results of the research show that the variables of Recruitment, Selection, and Employee Training have a positive and significant effect on the work performance of PT Royal Medicalink Pharmalab employees.

Keyword: recruitment, selection, employee training, employee performance

