ABSTRAK

(SALSABILA AMANDA/2000861201149/2024/ PENGARUH RECRUITMENT TERHADAP KINERJA PEGAWAI DI AIR MINUM TIRTA MAYANG PERUMDA KOTA JAMBI/ DOSEN I UBAIDILLAH, SE, MM / DRS. RASDI, MM.)

Rekrutmen mempunyai peranan yang sangat penting terhadap kinerja pegawai. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan rekrutmen pegawai dan kinerja dalam bekerja, serta untuk mengetahui dan menganalisis pengaruh rekrutmen terhadap kinerja pegawai pada Perumda Air Minum Tirta Mayang Kota Jambi.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Mendistribusikan kuesioner kepada populasi sebanyak 112 orang pada tahun 2022, rumus yang digunakan untuk mencari sampel adalah rumus Slovin menurut Sugiyono (2017:81) sehingga sampel dalam penelitian ini sebanyak 77 responden. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier sederhana dengan $Y = a+b.X+ei$.

Untuk menganalisis pengaruh rekrutmen terhadap kinerja karyawan pada Perumda Air Minum Tirta Mayang Kota Jambi. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier sederhana dengan $Y = 0,824+0,587X$. Koefisien regresi rekrutmen (X) sebesar 0,587 artinya rekrutmen (X) mengalami peningkatan sebesar 1 sehingga kinerja pegawai (Y) pada Perumda Air Minum Tirta Mayang Kota Jambi mengalami peningkatan sebesar 0,587.

Koefisien determinasi diketahui dari nilai $R^2 = 0,369$ (36,9%), yang berarti rekrutmen (X) mampu menjelaskan kinerja pegawai (Y) pada Perumda Air Minum Tirta Mayang Kota Jambi sebesar 36,9% dan sisanya 63,1%. dipengaruhi oleh variabel lain. Tidak diselidiki dalam penelitian ini.

Berdasarkan uji t diperoleh nilai thitung sebesar 3,962 dan ttabel sebesar 1,99210. Dari hasil perbandingan terlihat bahwa uji dengan perbandingan thitung $3,962 \geq$ ttabel 1,99210 berarti Ho diterima Hi. Ditolak. Artinya rekrutmen berpengaruh terhadap kinerja pegawai pada Perumda Air Minum Tirta Mayang Kota Jambi.

Kata Kunci : Rekrutmen dan Kinerja Pegawai

ABSTRACT

(SALSABILA AMANDA / 2000861201149 / 2024/ *THE INFLUENCE OF RECRUITMENT ON EMPLOYEE PERFORMANCE AT THE TIRTA MAYANG DRINKING WATER PERUMDA JAMBI CITY/ SUPERVISOR I* UBAIDILLAH, SE, MM / *SUPERVISOR II* DRS. RASDI, MM.)

Recruitment has a very important role in employee performance. Therefore, the aim of this research is to describe employee recruitment and performance at work, as well as to determine and analyze the effect of recruitment on employee performance at Perumda Air Minum Tirta Mayang, Jambi City.

The research method in this research is descriptive and quantitative. Distributing questionnaires to a population of 112 people in 2022, the formula used to find samples was the Slovin formula according to Sugiyono (2017:81) so that the sample in this study was 77 respondents. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with Y = a+b.X+ei.

To analyze the effect of recruitment on employee performance at Perumda Air Minum Tirta Mayang, Jambi City. Data analysis uses SPSS Ver 23 and uses a simple linear regression model with Y = 0.824+0.587X. The recruitment regression coefficient (X) is 0.587, meaning that recruitment (X) has increased by 1 so that employee performance (Y) at Perumda Air Minum Tirta Mayang, Jambi City has increased by 0.587.

The coefficient of determination is known from the value R2 = 0.369 (36.9%), which means that recruitment (X) is able to explain employee performance (Y) at Perumda Air Minum Tirta Mayang, Jambi City by 36.9% and the remaining 63.1% is influenced by other variables. Not investigated in this study.

Based on the t test, the tcount value is 3.962 and ttable is 1.99210. From the comparison results, it can be seen that the test with a comparison of tcount 3.962 ≥ ttable 1.99210 means that Ho is accepted by Hi. Rejected. This means that recruitment affects employee performance at Perumda Air Minum Tirta Mayang, Jambi City.

Keywords: Recruitment and Employee Performance