

ABSTRACT

(ALVREN GULO / 2000861201081 / 2025 / THE INFLUENCE OF RECRUITMENT, SELECTION AND TRAINING ON EMPLOYEE PERFORMANCE AT PT. BERKAT SAWIT UTAMA (BSU) BATANGHARI REGENCY JAMBI / LECTURER I Dr. H. SAIYID SYEKH, SE, MM. / LECTURER II RASDI, SPD, MM.)

Recruitment, selection, and training play a very important role in employee performance. Therefore, the aim of this study is to describe recruitment, selection, training, and employee performance as well as to understand and analyze their influence on the performance of employees at PT. Berkat Sawit Utama (BSU).

The research method used in this study is descriptive and quantitative. The distribution of the questionnaire was conducted using a census method where the entire population is made respondents, totaling 50 respondents. Data analysis was performed using SPSS version 23 and employed multiple linear regression models with the result calculated as $Y = a + b_1X_1 + b_2X_2 + \dots + b_nX_n$.

Analysis using SPSS version 23 and employing multiple linear regression model resulted in the calculation $Y = 69.161 + 0.188X_1 + (-254)X_2 + (-100)X_3$. The determination test with the value of the adjusted coefficient of determination Adjusted R Square of 0.116 indicates that the variables Recruitment (X1), Selection (X2), and Training (X3) can explain the Employee Performance variable (Y) by 11.6%, while the remaining 88.4% is explained by other factors not included in this research model, such as: Discipline, Compensation, Incentives, Work Environment, and others.

Based on the calculation results, the F calculated value of 3.151 is greater than the F table value of 2.81, or by comparing the probability value (sig. F change) = 0.000 < 0.05, so the hypothesis is accepted. This means that Recruitment, Selection, and Training together have a positive and significant effect on the Employee Performance of PT. Berkat Sawit Utama (BSU).

Based on the results of the first calculation, t calculated 1.794 > 1.67722 t table, thus Ho is rejected and H1 is accepted, meaning recruitment does not have an effect on employee performance. Second, t calculated -2.118 < 1.67722 t table, hence Ho is accepted and H2 is rejected, indicating that selection affects employee performance. Third, t calculated -7.10 < 1.67722 t table, so Ho is accepted and H3 is rejected, meaning that training affects employee performance. Fourth, t calculated 13.150 > 1.67722 t table, hence Ho is rejected and H4 is accepted, indicating that recruitment, selection, and training do not have a partial effect.

Keyword : Recruitment, Selection, Training and Employee Performace

ABSTRAK

(ALVREN GULO / 2000861201081 / 2025 / PENGARUH RECRUITMENT, SELEKSI DAN PELATIHAN TERHADAP KINERJA PEGAWAI PT. BERKAT SAWIT UTAMA (BSU) BATANGHARI KABUPATEN JAMBI / DOSEN I Dr. H. SAIYID SYEKH, SE, MM. / DOSEN II RASDI, SPD, MM.)

Rekrutmen, seleksi, dan pelatihan memainkan peran yang sangat penting dalam kinerja karyawan. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan rekrutmen, seleksi, pelatihan, dan kinerja karyawan serta memahami dan menganalisis pengaruhnya terhadap kinerja karyawan di PT. Berkas Sawit Utama (BSU).

Metode penelitian yang digunakan dalam penelitian ini adalah deskriptif dan kuantitatif. Penyebaran kuesioner dilakukan dengan metode sensus di mana seluruh populasi dijadikan responden, yang berjumlah 50 responden. Analisis data dilakukan dengan menggunakan SPSS versi 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1X_1 + b_2X_2 + \dots + b_nX_n$.

Analisis menggunakan SPSS versi 23 dan menggunakan model regresi linier berganda menghasilkan perhitungan $Y = 69,161 + 0,188X_1 + (-254)X_2 + (-100)X_3$. Uji determinasi dengan nilai koefisien determinasi yang disesuaikan Adjusted R Square sebesar 0,116 menunjukkan bahwa variabel Rekrutmen (X_1), Seleksi (X_2), dan Pelatihan (X_3) dapat menjelaskan variabel Kinerja Karyawan (Y) sebesar 11,6%, sedangkan sisanya sebesar 88,4% dijelaskan oleh faktor-faktor lain yang tidak termasuk dalam model penelitian ini, seperti: Disiplin, Kompensasi, Insentif, Lingkungan Kerja, dan lain-lain.

Berdasarkan hasil perhitungan, nilai F hitung sebesar 3,151 lebih besar dari nilai F tabel sebesar 2,81, atau dengan membandingkan nilai probabilitas ($\text{sig. perubahan } F$) = 0,000 < 0,05, sehingga hipotesis diterima. Artinya Rekrutmen, Seleksi, dan Pelatihan secara bersama-sama mempunyai pengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Berkas Sawit Utama (BSU).

Berdasarkan hasil perhitungan pertama, t hitung 1,794 > t tabel 1,67722, dengan demikian H_0 ditolak dan H_1 diterima, artinya rekrutmen tidak berpengaruh terhadap kinerja karyawan. Kedua, t hitung -2,118 < t tabel 1,67722, dengan demikian H_0 diterima dan H_2 ditolak, yang menunjukkan bahwa seleksi mempengaruhi kinerja karyawan. Ketiga, t hitung -7,10 < t tabel 1,67722, sehingga H_0 diterima dan H_3 ditolak, artinya pelatihan mempengaruhi kinerja karyawan. Keempat, t hitung 13,150 > t tabel 1,67722, dengan demikian H_0 ditolak dan H_4 diterima, yang menunjukkan bahwa rekrutmen, seleksi, dan pelatihan tidak memiliki pengaruh secara parsial.

Kata Kunci: Rekrutmen, Seleksi, Pelatihan dan Kinerja Karyawan