

ABSTRACT

(RIWANDA PRATAMA / 2100861201114 / 2025 / THE EFFECT OF RECRUITMENT, TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT RUMAH KITO RESORT HOTEL JAMBI / LECTURER I Dr. OSRITA HAPSARA, SE, MM. / LECTURER II MUHAMMAD SYUKRI, SE, Sy M.Ei.)

Recruitment, training and work discipline play a very important role in employee performance. Therefore, the purpose of this study is to describe recruitment, training, work discipline and employee performance at Rumah Kito Resort Hotel Jambi and to determine and analyze the effect of recruitment, training and work discipline on employee performance at Rumah Kito Resort Hotel Jambi simultaneously and partially.

The research method in this study is descriptive and quantitative. The population of this study was all employees at Rumah Kito Resort Hotel Jambi in 2024 as many as 47 people. The sampling technique in this study used the census method, namely all populations were made respondents. Data analysis used SPSS Ver 23 and used a multiple linear regression model with the calculation results $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Rumah Kito Resort Hotel Jambi is the largest and most luxurious 4-star resort hotel in Jambi City which has been established since 2013. Rumah Kito Hotel and Resort is owned by the developer from PT. PSP. The hotel is located in the Puri Mayang Complex, Jl. Sema Ishak Ahmad, Jambi has 52 rooms with 4 types of rooms, namely Deluxe, Executive, Executive Deluxe and Suite with a room size of 32-64 m². This hotel is also equipped with Kids Club facilities, Bicycle Rental, Meeting Room & Ballroom, Swimming Pool, WiFi Access, Parking and a large Green Area.

Multiple linear regression model with the results $Y = 1.927 + 0.386X_1 + 0.439X_2 + 0.452X_3 + e$. The Recruitment regression coefficient (X_1) is 0.386, the Training regression coefficient (X_2) is 0.439 and the Work Discipline regression coefficient (X_3) is 0.452. The Determination Coefficient = R Square (R^2) is 0.879, this figure states that the Recruitment variables (X_1), Training (X_2) and Work Discipline (X_3) are able to explain the Performance variable (Y) by 87.9% and the remaining 12.1% is explained by other factors not included in this research model such as Work Motivation, Compensation, and others.

Recruitment (X_1) is categorized as good. Training (X_2) is categorized as good, Work Discipline (X_3) is categorized as high and Employee Performance (Y) is categorized as high. Recruitment (X_1), Training (X_2) and Work Discipline (X_3) simultaneously have a significant effect on the Employee Performance variable (Y). Recruitment (X_1), Training (X_2) and Work Discipline (X_3) partially have a positive and significant effect on Employee Performance (Y).

Keywords: Recruitment, Training, Work Discipline, Performance

ABSTRAK

(RIWANDA PRATAMA / 2100861201114 / 2025 / PENGARUH REKRUTMEN, PELATIHAN DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA RUMAH KITO RESORT HOTEL JAMBI / DOSEN I Dr. OSRITA HAPSARA, SE, MM. / DOSEN II MUHAMMAD SYUKRI, SE, Sy M.Ei.)

Rekrutmen, pelatihan dan disiplin kerja memegang peranan yang sangat penting dalam kinerja pegawai. Oleh karena itu, tujuan penelitian ini adalah untuk mendeskripsikan rekrutmen, pelatihan, disiplin kerja dan kinerja pegawai pada Rumah Kito Resort Hotel Jambi serta untuk mengetahui dan menganalisis pengaruh rekrutmen, pelatihan dan disiplin kerja terhadap kinerja pegawai pada Rumah Kito Resort Hotel Jambi secara simultan dan secara parsial.

Metode penelitian dalam penelitian ini adalah deskriptif dan kuantitatif. Populasi dari penelitian ini adalah seluruh pegawai pada Rumah Kito Resort Hotel Jambi tahun 2024 sebanyak 47 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan metode sensus yaitu semua populasi dijadikan responden. Analisis data menggunakan SPSS Ver 23 dan menggunakan model regresi linier berganda dengan hasil perhitungan $Y = a + b_1.X_1 + b_2.X_2 + b_3.X_3 + e$.

Rumah Kito Resort Hotel Jambi adalah resort hotel bintang 4 yang terluas dan termewah di Kota Jambi yang telah berdiri sejak tahun 2013. Rumah Kito Hotel dan Resort dimiliki oleh pihak pengembang dari PT. PSP. Hotel yang berlokasi di Komplek Puri Mayang Jl. Sema Ishak Ahmad, Jambi memiliki 52 kamar dengan 4 tipe kamar yaitu *Deluxe, Executive, Executive Deluxe* dan *Suite* dengan ukuran kamar yang luas 32-64 m². Hotel ini juga dilengkapi dengan fasilitas *Kids Club, Rental Sepeda, Metting Room & Ballroom*, Kolam Renang, Akses WiFi, Parkir dan Lahan Hijau yang luas, Resto Rumah Kito & Dapur Kito sebagai fasilitas andalannya.

Model regresi linier berganda dengan hasil $Y = 1,927 + 0,386X_1 + 0,439X_2 + 0,452X_3 + e$. Koefisien regresi Rekrutmen (X_1) sebesar 0,386, Koefisien regresi Pelatihan (X_2) sebesar 0,439 dan Koefisien regresi Disiplin Kerja (X_3) sebesar 0,452. Koefisien Determinasi = R Square (R^2) sebesar 0,879, angka ini menyatakan bahwa variabel Rekrutmen (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) mampu menjelaskan variabel Kinerja (Y) sebesar 87,9% dan sisanya sebesar 12,1% dijelaskan oleh faktor lain yang tidak dimasukkan dalam model penelitian ini seperti, Motivasi Kerja, Kompensasi, dan lain-lain.

Rekrutmen (X_1) berkategori baik. Pelatihan (X_2) berkategori baik, Disiplin Kerja (X_3) berkategori tinggi dan Kinerja Pegawai (Y) berkategori tinggi. Rekrutmen (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Pegawai (Y). Rekrutmen (X_1), Pelatihan (X_2) dan Disiplin Kerja (X_3) secara parsial berpengaruh positif dan signifikan terhadap Kinerja Pegawai (Y).

Kata Kunci: Rekrutmen, Pelatihan, Disiplin Kerja, Kinerja