ABSTRACT

IHSAN PERBAWA GINANJAR., Research Title :" Analysis Selection and Placement System Employees Work Performance in PT. Graha Sarana Duta (Telkom Group) Bandung".

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One taken by the company / institution, in improving employee performance is to meet theexact placement, because when done with proper staffing and fullfiled, then the employee will contribute to optimal performance. This research aims to determine staffing analysis selection and placement system employees work performance in PT. Graha Sarana Duta Bandung.

Methods used in this research is descriptive method and quantitative approaches. Descriptive methode utilized to know the implementation of staffing and conditions of employees performance on PT. Graha Sarana Duta Bandung. Quantative method approach is used to determine the effect the implementation of the placement of employees on work performance of employees on PT. Graha Sarana Duta Bandung. The research method used is survey explanation method. While the sample withdrawal technique of random sampling by using spearman rank analysis methode by employees amounted to 56 employees. Whereas in data processing using the program SPSS 17.0 for windows and program excel for windows.

Result research that the implementation of staffing affect employees performance with a contribution of 66,25%, while 33,75% are influenced by other factor not examined is this research. The hypothesis test obtained by value t greater than t table, where that t falls in the area of rejection, then H0 rejected and H1 accepted, means the selection and placement system employees work performance in PT. Graha Sarana Duta Bandung significant effect on employee performance.

Keyword: Selection, Placement System and Job Performance