Nama: Kristina Hutabarat. Nim: 21211069. Rekrutmen dan Seleksi Berbasis Kompetensi terhadap Kinerja karyawan. Pembimbing: Prof.Dr.Hj.Umi Narimawati.,Dra.,SE.,M.Si

ABSTRAK

Karyawan merupakan asset utama sebuah perusahaan yang menjadikan perusahaan unggul dibandingkan pesaingnya. Belum sesuainya criteria dan standar procedure yang ditetapkan perusahaan mengenai rekrutmen dan seleksi berbasis kompetensi yang ada pada PT Sherish Cipta Interindo Bandung, menjadikan proses rekrutmen dan seleksi berbasis kompetensi sebagai formalitas sehingga akan berdampak pada kinerja karyawan. Oleh sebab itu, penelitian ini bertujuan untuk mengetahui pengaruh rekrutmen dan seleksi berbasis kompetensi terhadap kinerja karyawan.

Metode yang digunakan dalam penelitian ini adalah kualitatif dan kuantitatif. Sampel yang diambil secara acak sebanyak 50 karyawan dengan populasi seluruh karyawan pada PT Sherish Cipta Interindo Bandung sebanyak 100 karyawan. Teknik analisis yang digunakan adalah analisis statistik deskriptif dan analisis statistik jalur (path analysis).

Hasil dalam penelitian ini menunjukkan bahwa rekrutmen dan seleksi berbasis kompetensi berpengaruh signifikan terhadap kinerja karyawan baik secara parsial dan simultan. Diantara kedua variable independen yang paling dominan mempengaruhi kinerja karyawan adalah seleksi berbasis kompetensi. Rekrutmen dan seleksi berbasis kompetensi memberikan pengaruh positif terhadap kinerja karyawan, dimana semakin sesuainya rekrutmen dan seleksi berbasis kompetensi dilakukan akan membuat kinerja karyawan semakin optimal.

Kata kunci : Rekrutmen berbasis kompetensi, Seleksi berbasis kompetensi, Kinerja karyawan.

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ABSTRACT

Employees are the main asset of a company that made the company superior to its competitors. Not to suitability criteria and procedure standards set by the company regarding the competency-based recruitment and selection available on PT Sherish Copyright Interindo Bandung, making the process of recruitment and selection based on competency as a formality that will have an impact on employee performance. Therefore, this study aimed to determine the effect of competency-based recruitment and selection on employee performance.

The method used in this research is qualitative and quantitative. Samples taken at random sample of 50 employees to the population of all employees at PT Cipta Interindo Sherish Bandung as many as 100 employees. The analysis technique used is descriptive statistical analysis and statistical analysis path (path analysis).

The results in this study demonstrate that the competency-based recruitment and selection significantly influence employee performance both partially and simultaneously. Among the two most dominant independent variables affect the performance of employees is competency-based selection. Recruitment and selection based on competency have a positive influence on employee performance, where the suitability of competency-based recruitment and selection is done would make more optimal employee performance.

Keywords : competency-based recruitment, competency-based selection, employee performance.