# ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Rekrutmen, Pelatihan Dan Pembinaan Keislaman Terhadap Kinerja Karyawan Pada Pesantren Insan Cendekia Boarding School Payakumbuh. Metode yang digunakan adalah *SPSS 23.0 windows Evaluation Version*. Dengan mengedarkan kuesioner sebanyak 81 responden. Hasil penelitian yang didapatkan yaitu: a) Rekrutmen berpengaruh positif dan signifikan terhadap kinerja karyawan Pesantren Insan Cendekia Boarding School, hal ini dinyatakan dari hasil uji-t yaitu nilai thitung variabel rekrutmen = 2,744 dan nilai ttabel 1,990 maka thitung > ttabel (2,744 > 1,990). b) Pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan Pesantren Insan Cendekia Boarding School, hal ini dinyatakan dari hasil uji-t yaitu nilai thitung variabel rekrutmen = 2,240 dan nilai ttabel 1,990 maka thitung > ttabel (2,240 > 1,990). c) Pembinaan tidak berpengaruh terhadap kinerja karyawan Pesantren Insan Cendekia Boarding School, hal ini dinyatakan dari hasil uji-t yaitu nilai thitung variabel rekrutmen = -0,507 dan nilai ttabel 1,990 maka thitung > ttabel (-0,507 > 1,990) d) Rekrutmen, pelatihan dan pembinaan keislaman secara bersama-sama berpengaruh terhadap kinerja karyawan. Dengan uji t yang menghasilkan nilai fhitung > ftabel (7,165 > 2,723) dengan tingkat singnifikan 0,000 > 0,05. Dengan demikian hipotesis diterima yang berarti ada pengaruh antara rekrutmen, pelatihan dan pembinaan keisalaman secara bersama-sama terhadap kinerja karyawan pesantren Insan Cendekia Boarding School Payakumbuh.

**Kata Kunci : Rekrutmen, Pelatihan, Pembinaan, Kinerja Karyawan.**

# *ABSTRAC*

*This study aims to determine how much influence Islamic Recruitment, Training and Development have on Employee Performance at the Insan Cendekia Boarding School Payakumbuh Islamic Boarding School. The method used is SPSS 23.0 Windows Evaluation Version. By distributing questionnaires as many as 81 respondents. The research results obtained are: a) Recruitment has a positive and significant effect on the performance of the Insan Cendekia Boarding School Islamic Boarding School employees, this is stated from the results of the t-test, namely the tcount value of the recruitment variable = 2.744 and the ttable value is 1.990, so tcount > ttable (2.744 > 1.990) . b) Training has a positive and significant effect on the performance of the Boarding School Insan Cendekia Boarding School employees, this is stated from the results of the t-test, namely the tcount value of the recruitment variable = 2.240 and the ttable value is 1.990, so tcount > ttable (2.240 > 1.990). c) Coaching has no effect on the performance of the Boarding School Insan Cendekia Boarding School employees, this is stated from the results of the t-test, namely the tcount value of the recruitment variable = -0.507 and the ttable value is 1.990 then tcount > ttable (-0.507 > 1.990) d) Recruitment, training and Islamic coaching jointly affects employee performance. With the t test which produces a value of fcount > ftable (7.165 > 2.723) with a significant level of 0.000 > 0.05. Thus the hypothesis is accepted, which means that there is an influence between recruitment, training and Islamic coaching together on the performance of the employees of the Insan Cendekia Boarding School Payakumbuh Islamic boarding school.*

***Keywords: Recruitment, Training, Coaching, Employee Performance.***